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

FORM 8-K

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

**Date of Report: February 2, 2016
(Date of earliest event reported)**

C.H. ROBINSON WORLDWIDE, INC.

(Exact name of registrant as specified in its charter)

Commission File Number: 000-23189

Delaware
(State or other jurisdiction
of incorporation)

41-1883630
(IRS Employer
Identification No.)

14701 Charlson Road, Eden Prairie, MN 55347
(Address of principal executive offices, including zip code)

(952) 937-8500
(Registrant's telephone number, including area code)

Not Applicable
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions:

- Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
 - Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
 - Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
 - Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))
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Item 2.02. Results of Operations and Financial Condition.

The following information is being “furnished” in accordance with General Instruction B.2 of Form 8-K and shall not be deemed “filed” for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), or otherwise subject to the liabilities of that section, nor shall it be deemed to be incorporated by reference in any filing under the Securities Act of 1933, as amended, or the Exchange Act, except as expressly set forth by specific reference in such filing.

Furnished herewith as Exhibits 99.1 and 99.2, respectively, and incorporated by reference herein are the text of C.H. Robinson Worldwide, Inc.’s announcement regarding its financial results for the quarter ended December 31, 2015 and its earnings conference call slides.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits.

99.1 Press Release dated February 2, 2016 of C.H. Robinson Worldwide, Inc.

99.2 Earnings conference call slides dated February 3, 2016.

SIGNATURE

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

C.H. ROBINSON WORLDWIDE, INC.

By: /s/ Ben G. Campbell
Ben G. Campbell
Chief Legal Officer and Secretary

Date: February 2, 2016

EXHIBIT INDEX

- 99.1 Press Release dated February 2, 2016 of C.H. Robinson Worldwide, Inc.
- 99.2 Earnings conference call slides dated February 3, 2016.

C.H. Robinson Worldwide, Inc.
14701 Charlson Road
Eden Prairie, Minnesota 55347

Andrew Clarke, Chief Financial Officer (952) 683-3474
Tim Gagnon, Director, Investor Relations (952) 683-5007

FOR IMMEDIATE RELEASE

C.H. ROBINSON REPORTS FOURTH QUARTER RESULTS

MINNEAPOLIS, February 2, 2016 – C.H. Robinson Worldwide, Inc. (“C.H. Robinson”) (NASDAQ: CHRW), today reported financial results for the quarter ended December 31, 2015. Summarized financial results are as follows (dollars in thousands, except per share data):

	Three months ended December 31,			Twelve months ended December 31,		
	2015	2014	% change	2015	2014	% change
Total revenues	\$3,210,853	\$3,357,202	-4.4%	\$13,476,084	\$13,470,067	0.0%
Net revenues:						
Transportation						
Truckload (1)	\$ 338,892	\$ 298,721	13.4%	\$ 1,316,533	\$ 1,190,372	10.6%
LTL	89,622	63,402	41.4%	360,706	258,884	39.3%
Intermodal	8,835	10,235	-13.7%	41,054	40,631	1.0%
Ocean	56,065	56,944	-1.5%	223,643	208,422	7.3%
Air	18,613	19,404	-4.1%	79,096	79,125	0.0%
Customs	10,681	10,824	-1.3%	43,929	41,575	5.7%
Other logistics services	21,217	18,281	16.1%	82,548	73,097	12.9%
Total transportation	543,925	477,811	13.8%	2,147,509	1,892,106	13.5%
Sourcing	26,852	24,005	11.9%	120,971	115,546	4.7%
Total net revenues	570,777	501,816	13.7%	2,268,480	2,007,652	13.0%
Operating expenses	356,198	314,088	13.4%	1,410,170	1,259,234	12.0%
Operating income	214,579	187,728	14.3%	858,310	748,418	14.7%
Net income	\$ 126,583	\$ 112,947	12.1%	\$ 509,699	\$ 449,711	13.3%
Diluted EPS	\$ 0.88	\$ 0.77	14.3%	\$ 3.51	\$ 3.05	15.1%

(1) Includes Payment Services revenues which were previously reported separately.

“Our team delivered great results in the fourth quarter and the full year in 2015,” said John Wiehoff, CEO and Chairman. “The growth in net revenue, net income and earnings per share represent the effectiveness of our network and the positive outcomes we are delivering for customers.”

Our truckload net revenues increased 13.4 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. Organic truckload net revenues increased approximately ten percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. Our acquisition of Freightquote.com (“Freightquote”) on January 1, 2015 contributed approximately 3.5 percentage points to our truckload net revenue growth in the fourth quarter of 2015. Our North American truckload volumes increased approximately five percent in the fourth quarter of 2015 compared to the same period of 2014. North American truckload volumes, excluding Freightquote,

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increased approximately two percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. Our truckload net revenue margin increased in the fourth quarter of 2015 compared to the fourth quarter of 2014, due primarily to lower transportation costs, including fuel. In North America, excluding the estimated impacts of the reduction in fuel costs, our average truckload rate per mile charged to our customers decreased approximately three percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. In North America, our truckload transportation costs decreased approximately five percent, excluding the estimated impacts of the reduction in fuel costs.

Our less-than-truckload ("LTL") net revenues increased 41.4 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. Freightquote contributed approximately 32 percentage points to our LTL net revenue growth in the fourth quarter of 2015. LTL volumes increased approximately 36 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. Organic LTL volume increased approximately 17 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. Net revenue margin increased in the fourth quarter of 2015 compared to the fourth quarter of 2014. This was primarily the result of a change in our freight mix with more small customers from the higher margin Freightquote business.

Our intermodal net revenues decreased 13.7 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014, notwithstanding the increase in intermodal net revenues attributed to Freightquote. Conversion to truckload from intermodal negatively impacted intermodal volumes and net revenues in the fourth quarter of 2015.

Our ocean transportation net revenues decreased 1.5 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. The decrease in net revenues was primarily due to lower rates charged to our customers, offset partially by decreased costs and higher volumes.

Our air transportation net revenues decreased 4.1 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. The decrease was due to lower rates charged to our customers, partially offset by increased net revenue margin.

Our customs net revenues decreased 1.3 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. The decrease was due to lower rates, partially offset by higher volume.

Our other logistics services revenues, which includes managed services, warehousing, and small parcel, increased 16.1 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014 primarily from volume growth in managed services. Freightquote contributed approximately two percentage points to our other logistics services net revenue growth in the fourth quarter of 2015.

Sourcing net revenues increased 11.9 percent in the fourth quarter of 2015 compared to the fourth quarter of 2014. This increase was primarily due to an increase in net revenue per case and a case volume increase of 4.5 percent across a variety of commodities and services.

For the fourth quarter, operating expenses increased 13.4 percent to \$356.2 million in 2015 from \$314.1 million in 2014. Operating expenses as a percentage of net revenues decreased to 62.4 percent in the fourth quarter of 2015 from 62.6 percent in the fourth quarter of 2014.

For the fourth quarter, personnel expenses increased 14.1 percent to \$268.2 million in 2015 from \$235.1 million in 2014. This was primarily due to an average headcount increase of 14.1 percent compared to the fourth quarter of 2014. Our acquisition of Freightquote contributed approximately nine percentage points of the growth in average headcount during the fourth quarter of 2015.

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For the fourth quarter, other selling, general, and administrative expenses increased 11.4 percent to \$88.0 million in 2015 from \$79.0 million in 2014. This increase was primarily due to our acquisition of Freightquote including amortization expense of approximately \$1.9 million, and an increase in travel expenses.

Interest and other expense increased during the fourth quarter of 2015 by \$7.1 million. During the fourth quarter, we wrote off an indemnification asset related to the acquisition of Phoenix International Freight Services, Ltd., as the indemnifications expired. The impact of this write off was partially offset within the provision for income taxes by related tax liabilities that expired under applicable statute of limitations. These items decreased earnings per share by \$0.02 in the fourth quarter.

About C.H. Robinson

Founded in 1905, C.H. Robinson Worldwide, Inc. is one of the largest non-asset based fourth party logistics companies in the world. C.H. Robinson is a global provider of multimodal transportation services and logistics solutions, currently serving over 110,000 active customers through a network of offices in North America, South America, Europe, and Asia. C.H. Robinson maintains one of the largest networks of motor carrier capacity in North America and works with approximately 68,000 transportation providers worldwide.

Except for the historical information contained herein, the matters set forth in this release are forward-looking statements that represent our expectations, beliefs, intentions or strategies concerning future events. These forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from our historical experience or our present expectations, including, but not limited to such factors as changes in economic conditions, including uncertain consumer demand; changes in market demand and pressures on the pricing for our services; competition and growth rates within the fourth party logistics industry; freight levels and increasing costs and availability of truck capacity or alternative means of transporting freight, and changes in relationships with existing truck, rail, ocean and air carriers; changes in our customer base due to possible consolidation among our customers; our ability to integrate the operations of acquired companies with our historic operations successfully; risks associated with litigation and insurance coverage; risks associated with operations outside of the U.S.; risks associated with the potential impacts of changes in government regulations; risks associated with the produce industry, including food safety and contamination issues; fuel prices and availability; the impact of war on the economy; and other risks and uncertainties detailed in our Annual and Quarterly Reports.

Any forward-looking statement speaks only as of the date on which such statement is made, and we undertake no obligation to update such statement to reflect events or circumstances arising after such date. All remarks made during our financial results conference call will be current at the time of the call and we undertake no obligation to update the replay.

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Conference Call Information:

C.H. Robinson Worldwide Fourth Quarter 2015 Earnings Conference Call

Wednesday, February 3, 2016, 8:30 a.m. Eastern Time

The call will be limited to 60 minutes, including questions and answers . We invite call participants to submit questions in advance of the conference call and we will respond to as many of the questions as we can in the time allowed. To submit your question(s) in advance of the call, please email tim.gagnon@chrobinson.com.

Presentation slides and a simultaneous live audio webcast of the conference call may be accessed through the Investor Relations link on C.H. Robinson's website at www.chrobinson.com.

To participate in the conference call by telephone, please call ten minutes early by dialing: 800-723-6751

International callers dial +1-785-830-7980

Callers should reference the conference ID, which is 4722702

Webcast replay available through Investor Relations link at www.chrobinson.com

Telephone audio replay available until 11:30 a.m. Eastern Time on February 10, 2016: 888-203-1112;

passcode: 4722702#

International callers dial +1-719-457-0820

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CONDENSED CONSOLIDATED STATEMENTS OF INCOME
(unaudited, in thousands, except per share data)

	Three months ended December 31,		Twelve months ended December 31,	
	2015	2014	2015	2014
Revenues:				
Transportation (1)	\$ 2,867,301	\$ 3,014,251	\$ 11,989,780	\$ 11,936,512
Sourcing	343,552	342,951	1,486,304	1,533,555
Total revenues	<u>3,210,853</u>	<u>3,357,202</u>	<u>13,476,084</u>	<u>13,470,067</u>
Costs and expenses:				
Purchased transportation and related services (1)	2,323,376	2,536,440	9,842,271	10,044,406
Purchased products sourced for resale	316,700	318,946	1,365,333	1,418,009
Personnel expenses	268,190	235,117	1,051,410	939,021
Other selling, general, and administrative expenses	88,008	78,971	358,760	320,213
Total costs and expenses	<u>2,996,274</u>	<u>3,169,474</u>	<u>12,617,774</u>	<u>12,721,649</u>
Income from operations	<u>214,579</u>	<u>187,728</u>	<u>858,310</u>	<u>748,418</u>
Interest and other expense	<u>(13,471)</u>	<u>(6,400)</u>	<u>(35,529)</u>	<u>(24,987)</u>
Income before provision for income taxes	201,108	181,328	822,781	723,431
Provisions for income taxes	74,525	68,381	313,082	273,720
Net income	<u>\$ 126,583</u>	<u>\$ 112,947</u>	<u>\$ 509,699</u>	<u>\$ 449,711</u>
Net income per share (basic)	\$ 0.88	\$ 0.77	\$ 3.52	\$ 3.06
Net income per share (diluted)	\$ 0.88	\$ 0.77	\$ 3.51	\$ 3.05
Weighted average shares outstanding (basic)	143,484	145,856	144,967	147,202
Weighted average shares outstanding (diluted)	144,144	146,650	145,349	147,542

(1) Includes Payment Services revenues and related costs which were previously reported separately.

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CONDENSED CONSOLIDATED BALANCE SHEETS
(unaudited, in thousands)

	December 31, 2015	December 31, 2014
Assets		
Current assets:		
Cash and cash equivalents	\$ 168,229	\$ 128,940
Restricted cash	—	359,388
Receivables, net	1,505,620	1,571,591
Other current assets	56,849	45,540
Total current assets	<u>1,730,698</u>	<u>2,105,459</u>
Property and equipment, net	190,874	152,471
Intangible and other assets	1,262,786	956,408
Total assets	<u>\$ 3,184,358</u>	<u>\$ 3,214,338</u>
Liabilities and stockholders' investment		
Current liabilities:		
Accounts payable and outstanding checks	\$ 783,883	\$ 795,255
Accrued compensation	146,666	125,624
Accrued income taxes	12,573	4,616
Other accrued expenses	55,475	45,365
Current portion of debt	450,000	605,000
Total current liabilities	<u>1,448,597</u>	<u>1,575,860</u>
Noncurrent income taxes payable	19,634	24,279
Deferred tax liabilities	78,105	66,961
Long-term debt	500,000	500,000
Other long term liabilities	217	223
Total liabilities	<u>2,046,553</u>	<u>2,167,323</u>
Total stockholders' investment	<u>1,137,805</u>	<u>1,047,015</u>
Total liabilities and stockholders' investment	<u>\$ 3,184,358</u>	<u>\$ 3,214,338</u>

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CONDENSED CONSOLIDATED STATEMENT OF CASH FLOWS
(unaudited, in thousands, except operational data)

	Twelve months ended December 31,	
	2015	2014
Operating activities:		
Net income	\$ 509,699	\$ 449,711
Stock-based compensation	57,661	47,861
Depreciation and amortization	66,409	57,009
Provision for doubtful accounts	11,538	15,092
Deferred income taxes	(17,095)	(3,117)
Other	7,409	(1,138)
Changes in operating elements, net of acquisitions:		
Receivables	107,560	(137,102)
Prepaid expenses and other	(228)	6,294
Other non-current assets	741	380
Accounts payable and outstanding checks	(53,272)	40,251
Accrued compensation and profit-sharing contribution	18,580	40,236
Accrued income taxes	5,178	(4,370)
Other accrued liabilities	4,156	2,319
Net cash provided by operating activities	718,336	513,426
Investing activities:		
Purchases of property and equipment	(28,115)	(22,364)
Purchases and development of software	(16,527)	(7,138)
Restricted cash	359,388	(359,388)
Acquisitions, net of cash	(369,833)	—
Other	641	(6)
Net cash used for investing activities	(54,446)	(388,896)
Financing activities:		
Borrowings on line of credit	6,833,000	4,823,000
Repayments on line of credit	(6,988,000)	(4,593,000)
Debt issuance costs	—	(1,484)
Net repurchases of common stock	(225,674)	(164,703)
Excess tax benefit on stock-based compensation	8,548	7,558
Cash dividends	(235,615)	(215,008)
Net cash used for financing activities	(607,741)	(143,637)
Effect of exchange rates on cash	(16,860)	(14,000)
Net change in cash and cash equivalents	39,289	(33,107)
Cash and cash equivalents, beginning of period	128,940	162,047
Cash and cash equivalents, end of period	<u>\$ 168,229</u>	<u>\$ 128,940</u>
	As of December 31,	
	2015	2014
Operational Data:		
Employees	13,159	11,521

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Earnings Conference Call – Fourth Quarter 2015

February 3, 2016

John Wiehoff, Chairman & CEO
Andrew Clarke, CFO
Tim Gagnon, Director, Investor Relations



Safe Harbor Statement

Except for the historical information contained herein, the matters set forth in this presentation and the accompanying earnings release are forward-looking statements that represent our expectations, beliefs, intentions or strategies concerning future events. These forward-looking statements are subject to certain risks and uncertainties that could cause actual results to differ materially from our historical experience or our present expectations, including, but not limited to such factors as changes in economic conditions, including uncertain consumer demand; changes in market demand and pressures on the pricing for our services; competition and growth rates within the fourth party logistics industry; freight levels and increasing costs and availability of truck capacity or alternative means of transporting freight, and changes in relationships with existing truck, rail, ocean and air carriers; changes in our customer base due to possible consolidation among our customers; our ability to integrate the operations of acquired companies with our historic operations successfully; risks associated with litigation and insurance coverage; risks associated with operations outside of the U.S.; risks associated with the potential impacts of changes in government regulations; risks associated with the produce industry, including food safety and contamination issues; fuel prices and availability; changes to our share repurchase activity; the impact of war on the economy; and other risks and uncertainties detailed in our Annual and Quarterly Reports.

Results Q4 2015

in thousands, except per share amounts

	Three months ended December 31			Twelve months ended December 31		
	2015	2014	% Change	2015	2014	% Change
Total revenues	\$3,210,853	\$3,357,202	-4.4%	\$13,476,084	\$13,470,067	0.0%
Total net revenues	\$570,777	\$501,816	13.7%	\$2,268,480	\$2,007,652	13.0%
Income from operations	\$214,579	\$187,728	14.3%	\$858,310	\$748,418	14.7%
Net income	\$126,583	\$112,947	12.1%	\$509,699	\$449,711	13.3%
Earnings per share (diluted)	\$0.88	\$0.77	14.3%	\$3.51	\$3.05	15.1%
Weighted average shares outstanding (diluted)	144,144	146,650	-1.7%	145,349	147,452	-1.5%
Average headcount	13,158	11,532	14.1%	12,902	11,617	11.1%
Ending headcount	13,159	11,521	14.2%	13,159	11,521	14.2%

- Organic net revenue increased 7.3 percent with Freightquote adding 6.4 percentage points to our net revenue growth in the fourth quarter of 2015 when compared to the fourth quarter of 2014.
- During the fourth quarter, we had an indemnification asset write off related to the acquisition of Phoenix International Freight Services, Ltd. The impact of this write off was partially offset within the tax provision by related tax liabilities that expired under applicable statute of limitations. The write off decreased earnings per share by \$0.02 in the fourth quarter.
- Freightquote represents approximately 9 percent of the average headcount growth in the fourth quarter of 2015.

Transportation Results Q4 2015

TRANSPORTATION in thousands

	Three months ended December 31			Twelve months ended December 31		
	2015	2014	% Change	2015	2014	% Change
Total revenues	\$2,867,301	\$3,014,251	-4.9%	\$11,989,780	\$11,936,512	0.4%
Total net revenues	\$543,925	\$477,811	13.8%	\$2,147,509	\$1,892,106	13.5%
Net revenue margin	19.0%	15.9%	19.7%	17.9%	15.9%	13.0%

TRANSPORTATION NET REVENUE MARGIN PERCENTAGE

	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Q1	18.3%	20.2%	18.2%	22.6%	17.4%	17.2%	16.9%	16.3%	15.3%	16.8%
Q2	17.1%	17.9%	15.4%	20.6%	15.8%	16.2%	14.9%	15.4%	16.0%	17.5%
Q4	17.5%	18.0%	15.9%	19.8%	16.6%	16.4%	15.6%	15.0%	16.2%	18.4%
Q4	18.3%	17.7%	19.0%	18.3%	17.6%	16.3%	15.8%	15.1%	15.9%	19.0%
Year	17.8%	18.4%	17.0%	20.2%	16.8%	16.5%	15.8%	15.4%	15.9%	17.9%

- 2015 full year transportation shipments of approximately 17 million, a 14 percent increase over full year 2014 shipments.
- Net revenue margin expansion was the result of the following factors:
 - Lower transportation costs, including fuel.
 - Change in mix of business due to faster growth in shorter length of haul freight and the addition of Freightquote.

Truckload Results Q4 2015

TRUCKLOAD NET REVENUES in thousands

Three months ended Dec 31			Twelve months ended Dec 31		
2015	2014	% Change	2015	2014	% Change
\$338,892	\$298,721	13.4%	\$1,316,533	\$1,190,372	10.6%

North America Truckload	Year over year change	
	Quarter	YTD
Volume	5%	6%
Approximate pricing*	-3%	1%
Approximate cost*	-5%	0%
Net revenue margin	↑	↑

*Pricing and cost measures are a rate per mile and exclude the estimated impact of the change in fuel prices

- Organic net revenue increased approximately 10 percent with Freightquote adding approximately 3.5 percent to the increase in net revenues in the fourth quarter of 2015 when compared to the fourth quarter of 2014.
- North America Truckload volume, excluding Freightquote, increased approximately 2 percent in the fourth quarter of 2015 when compared to the fourth quarter of 2014.

LTL Results Q4 2015

LTL NET REVENUES in thousands

Three months ended Dec 31			Twelve months ended Dec 31		
2015	2014	% Change	2015	2014	% Change
\$89,622	\$63,402	41.4%	\$360,706	\$258,884	39.3%

LTL	Year over year change	
	Quarter	YTD
Volume	36%	32%
Pricing	↓	↓
Net revenue margin	↑	↑

- Organic net revenues increased approximately 9 percent with Freightquote contributing approximately 32 percent to the increase in LTL net revenues in the fourth quarter of 2015.
- Organic LTL volume increased approximately 17 percent in the fourth quarter of 2015 when compared to the fourth quarter of 2014.

Intermodal Results Q4 2015

INTERMODAL NET REVENUES in thousands

Three months ended Dec 31			Twelve months ended Dec 31		
2015	2014	% Change	2015	2014	% Change
\$8,835	\$10,235	-13.7%	\$41,054	\$40,631	1.0%

INTERMODAL	Year over year change	
	Quarter	YTD
Volume	-7%	2%
Pricing	↓	↓
Net revenue margin	↓	↑

- North America Intermodal net revenue, excluding Freightquote, decreased approximately 22 percent in the fourth quarter of 2015 when compared to the fourth quarter of 2014.
- Intermodal realized a significant decrease in transactional volume in the fourth quarter of 2015 when compared to the fourth quarter of 2014.
- Conversion to truckload from intermodal negatively impacted intermodal volumes and net revenues in the fourth quarter of 2015.

Global Forwarding Results Q4 2015

Ocean, Air and Customs

NET REVENUES in thousands

	Three months ended Dec 31			Twelve months ended Dec 31			
	2015	2014	% Change	2015	2014	% Change	
Ocean	\$56,065	\$56,944	-1.5%	Ocean	\$223,643	\$208,422	7.3%
Air	\$18,613	\$19,404	-4.1%	Air	\$79,096	\$79,125	0.0%
Customs	\$10,681	\$10,824	-1.3%	Customs	\$43,929	\$41,575	5.7%

OCEAN	Year over year change	
	Quarter	YTD
Volume	↑	↑
Pricing	↓	↓
Net revenue margin	↑	↑

AIR	Year over year change	
	Quarter	YTD
Volume	↔	↑
Pricing	↓	↓
Net revenue margin	↑	↑

- Combined Global Forwarding services net revenues decreased 2.1 percent in the fourth quarter when compared to the fourth quarter of 2014.
- Cross selling initiatives continue to yield positive results for both global forwarding and surface transportation services.

Other Logistics Services Results Q4 2015

NET REVENUES in thousands

Three months ended Dec 31			Twelve months ended Dec 31		
2015	2014	% Change	2015	2014	% Change
\$21,217	\$18,281	16.1%	\$82,548	\$73,097	12.9%

- Other Logistics Services net revenues include transportation managed services, warehousing and small parcel.
- Net revenues increased in the fourth quarter when compared to the fourth quarter of 2014, primarily due to volume growth in managed services.
- Freightquote contributed approximately 2 percentage points to our Other Logistics Services net revenue growth in the fourth quarter of 2015.

Sourcing Results Q4 2015

SOURCING NET REVENUES in thousands

	Three months ended Dec 31			Twelve months ended Dec 31		
	2015	2014	% Change	2015	2014	% Change
Total revenues	\$343,552	\$342,951	0.2%	\$1,486,304	\$1,533,555	-3.1%
Total net revenues	26,852	\$24,005	11.9%	\$120,971	\$115,546	4.7%
Net revenue margin	7.8%	7.0%	11.7%	8.1%	7.5%	8.0%

- Net revenue increased as a result of an increase in net revenue per case.
- Case volume increased 4.5 percent in the fourth quarter of 2015 when compared to the fourth quarter of 2014.

Summarized Income Statement

in thousands

	Three months ended Dec 31			Twelve months ended Dec 31		
	2015	2014	% Change	2015	2014	% Change
Total revenues	\$3,210,853	\$3,357,202	-4.4%	\$13,476,084	\$13,470,067	0.0%
Total net revenues	570,777	501,816	13.7%	2,268,480	2,007,652	13.0%
Personnel expenses	268,190	235,117	14.1%	1,051,410	939,021	12.0%
Selling, general & admin	88,008	78,971	11.4%	358,760	320,213	12.0%
Total operating expenses	356,198	314,088	13.4%	1,410,170	1,259,234	12.0%
Income from operations	\$214,579	\$187,728	14.3%	\$858,310	\$748,418	14.7%
Percent of net revenue	37.6%	37.4%	0.5%	37.8%	37.3%	1.5%

- Personnel expense growth was primarily the result of the increased headcount.
- Average headcount increased 14.1 percent in the fourth quarter of 2015 as compared to the fourth quarter of 2014 and Freightquote contributed approximately 9 percentage points of the increase.
- Other SG&A expenses increased primarily due to our acquisition of Freightquote, including amortization expenses of approximately \$1.9 million, and an increase in travel expenses.

Other Financial Information

in thousands

CASH FLOW DATA

	Three months ended Dec 31			Twelve months ended Dec 31		
	2015	2014	% Change	2015	2014	% Change
Net cash provided by operating activities	\$253,893	\$208,104	22.0%	\$718,336	\$513,426	39.9 %
Capital expenditures, net	\$11,831	\$4,366	171.0%	\$44,642	\$29,502	51.3%

BALANCE SHEET DATA

	December 31, 2015
Cash & investments	\$168,229
Current assets	\$1,730,698
Total assets	\$3,184,358
Debt	\$950,000
Stockholders investment	\$1,137,805

- Strong cash flow quarter
- Total debt balance \$950 million
 - \$500 million, 4.28% average coupon
 - \$450 million drawn on revolver, 1.55% current rate as of Dec. 31, 2015

Capital Distribution

in thousands

	2010	2011	2012 (a)	2013	2014	Q4 2015	YTD 2015
Net income	\$387,026	\$431,612	\$447,007	\$415,904	\$449,711	\$126,583	\$509,699
Capital distribution							
Cash dividends paid	\$168,902	\$194,697	\$219,313	\$220,257	\$215,008	\$64,167	\$235,615
Share repurchases	157,381	250,274	255,849	807,449 (b)	176,645	66,498	232,113
Subtotal	\$326,283	\$444,971	\$475,162	\$1,027,706	\$391,653	\$130,665	\$467,728
Percent of net income							
Cash dividends paid	44%	45%	49%	53%	48%	51%	46%
Open market share repurchases	41%	58%	57%	194%	39%	53%	46%
Subtotal	84%	103%	106%	247%	87%	103%	92%

(a) 2012 Net Income is adjusted to excluded transaction related gains and expenses. A reconciliation of adjusted results appears in Appendix A. 2012 Dividends exclude the fifth dividend payment made during the year.

(b) Includes a \$500 million accelerated share repurchase.

- Capital returned to shareholders during the quarter
 - \$64.2 million cash dividend
 - \$66.5 million in cash for repurchase activity
 - 978,271 shares
 - Average price \$67.97 for shares repurchased
- Target is to return approximately 90% of net income to shareholders annually.

A look ahead

- January total company net revenue growth rate is consistent with the organic (CHRW without Freightquote) fourth quarter 2015 growth rate.
- We are focused on taking share, profitably
- Global Forwarding Success
- Demand for integrated, global services is growing
- Leading with talent, technology and innovation

Appendix A: 2012 Summarized Adjusted Income Statement

In thousands, except per share amounts

Twelve months ended December 31, 2012

	2012 Actual	Non-recurring Acquisition Impacts	Non-recurring Divestiture Impacts	Adjusted
Total net revenues	\$1,717,571			\$1,717,571
Personnel expenses (1)	766,006	-385	-34,207	731,414
Other operating expenses (2)	276,245	-10,225	-379	265,641
Total operating expenses	1,042,251	-10,610	-34,586	997,055
Income from operations	675,320	10,610	34,586	720,516
Investment & other income (3)	283,142		-281,551	1,591
Income before taxes	958,462	10,610	-246,965	722,107
Provision for income taxes	364,658	2,745	-92,303	275,100
Net income	\$593,804	7,865	-\$154,662	\$447,007
Net income per share (diluted)	3.67			2.76
Weighted average shares (diluted)	161,946	185 (4)	92 (5)	161,669

To assist investors in understanding our financial performance, we supplement the financial results that are generated in accordance with the accounting principles generally accepted in the United States, or GAAP, with non-GAAP financial measures, including non-GAAP operating expenses, non-GAAP income from operations, non-GAAP net income and non-GAAP diluted net income per share. We believe that these non-GAAP measures provide meaningful insight into our operating performance excluding certain event-specific charges, and provide an alternative perspective of our results of operations. We use non-GAAP measures to assess our operating performance for the quarter. Management believes that these non-GAAP financial measures reflect an additional way of analyzing aspects of our ongoing operations that, when viewed with our GAAP results, provides a more complete understanding of the factors and trends affecting our business.

- 1) The adjustment to personnel consists of \$33 million of incremental vesting expense of our equity awards triggered by the gain on the divestiture of T-Chek. The balance consists of transaction related bonuses.
- 2) The adjustments to other operating expenses reflect fees paid to fourth parties for:
 - a) Investment banking fees related to the acquisition of Phoenix
 - b) External legal and accounting fees related to the acquisitions of Apreo and Phoenix and the divestiture of T-Chek.
- 3) The adjustment to investment and other income reflects the gain from the divestiture of T-Chek.
- 4) The adjustment to diluted weighted average shares outstanding relates to the shares of C.H. Robinson stock issued as consideration paid to the sellers in the acquisition of Phoenix.
- 5) The adjustment to diluted weighted average shares outstanding relates to the additional vesting of performance-based restricted stock as a result of the gain on sale recognized from the divestiture of T-Chek.

