

LANDSTAR SYSTEM INC  
Form 10-Q  
July 29, 2016  
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**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 June 25, 2016**

**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: 0-21238**

**LANDSTAR SYSTEM, INC.**

**(Exact name of registrant as specified in its charter)**

**Delaware** **06-1313069**  
**(State or other jurisdiction of** **(I.R.S. Employer**  
**incorporation or organization)** **Identification No.)**  
**13410 Sutton Park Drive South, Jacksonville, Florida**

**(Address of principal executive offices)**

**32224**

**(Zip Code)**

**(904) 398-9400**

**(Registrant's telephone number, including area code)**

**N/A**

**(Former name, former address and former fiscal year, if changed since last report)**

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 and posted on its corporate Website, if any, every Interactive Data File required to be submitted and posted 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 and post such files): Yes  No

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

Large accelerated filer  Accelerated filer

Non-accelerated filer  (Do not check if a smaller reporting company) Smaller reporting company

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

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The number of shares of the registrant's common stock, par value \$0.01 per share, outstanding as of the close of business on July 18, 2016 was 42,107,783.

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**PART I - FINANCIAL INFORMATION**

Item 1. Financial Statements

The interim consolidated financial statements contained herein reflect all adjustments (all of a normal, recurring nature) which, in the opinion of management, are necessary for a fair statement of the financial condition, results of operations, cash flows and changes in shareholders' equity for the periods presented. They have been prepared in accordance with Rule 10-01 of Regulation S-X and do not include all the information and footnotes required by generally accepted accounting principles for complete financial statements. Operating results for the twenty six weeks ended June 25, 2016 are not necessarily indicative of the results that may be expected for the entire fiscal year ending December 31, 2016.

These interim consolidated financial statements should be read in conjunction with the audited consolidated financial statements and notes thereto included in the Company's 2015 Annual Report on Form 10-K.

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## LANDSTAR SYSTEM, INC. AND SUBSIDIARY

## CONSOLIDATED BALANCE SHEETS

(Dollars in thousands, except per share amounts)

(Unaudited)

|   | June 25,<br>2016 | December<br>26,<br>2015 |
|---|------------------|-------------------------|
| <b>ASSETS</b>   |                  |                         |
| Current Assets  |                  |                         |
| Cash and cash equivalents   | \$ 153,370       | \$ 114,520              |
| Short-term investments  | 61,528           | 48,823                  |
| Trade accounts receivable, less allowance of \$5,092 and \$4,327  | 402,362          | 462,699                 |
| Other receivables, including advances to independent contractors, less allowance of \$4,755 and \$4,143 | 18,584           | 18,472                  |
| Other current assets  | 20,608           | 11,604                  |
| Total current assets  | 656,452          | 656,118                 |
| Operating property, less accumulated depreciation and amortization of \$187,774 and \$182,591           | 236,177          | 225,927                 |
| Goodwill  | 31,134           | 31,134                  |
| Other assets  | 60,994           | 78,339                  |
| Total assets  | \$ 984,757       | \$ 991,518              |
| <b>LIABILITIES AND SHAREHOLDERS EQUITY</b>  |                  |                         |
| Current Liabilities   |                  |                         |
| Cash overdraft  | \$ 30,355        | \$ 35,609               |
| Accounts payable  | 191,247          | 223,709                 |
| Current maturities of long-term debt  | 42,209           | 42,499                  |
| Insurance claims  | 26,135           | 19,757                  |
| Other current liabilities   | 44,642           | 47,963                  |
| Total current liabilities   | 334,588          | 369,537                 |
| Long-term debt, excluding current maturities  | 76,724           | 81,793                  |
| Insurance claims  | 23,042           | 21,477                  |
| Deferred income taxes and other noncurrent liabilities  | 53,148           | 52,474                  |
| Shareholders Equity   | 675              | 674                     |

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|   |             |             |
|---|-------------|-------------|
| Common stock, \$0.01 par value, authorized 160,000,000 shares, issued<br>67,504,785 and 67,391,616 shares |             |             |
| Additional paid-in capital  | 197,503     | 195,841     |
| Retained earnings   | 1,444,691   | 1,389,975   |
| Cost of 25,397,002 and 24,972,079 shares of common stock in treasury                                      | (1,143,360) | (1,116,765) |
| Accumulated other comprehensive loss  | (2,254)     | (3,488)     |
| Total shareholders' equity  | 497,255     | 466,237     |
| Total liabilities and shareholders' equity  | \$ 984,757  | \$ 991,518  |

See accompanying notes to consolidated financial statements.

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## LANDSTAR SYSTEM, INC. AND SUBSIDIARY

## CONSOLIDATED STATEMENTS OF INCOME

(Dollars in thousands, except per share amounts)

(Unaudited)

|   | <b>Twenty Six Weeks Ended</b> |                          | <b>Thirteen Weeks Ended</b> |                          |
|---|-------------------------------|--------------------------|-----------------------------|--------------------------|
|   | <b>June 25,<br/>2016</b>      | <b>June 27,<br/>2015</b> | <b>June 25,<br/>2016</b>    | <b>June 27,<br/>2015</b> |
| Revenue   | \$ 1,486,867                  | \$ 1,630,763             | \$ 775,223                  | \$ 868,383               |
| Investment income   | 743                           | 693                      | 363                         | 339                      |
| Costs and expenses:   |                               |                          |                             |                          |
| Purchased transportation  | 1,129,743                     | 1,254,730                | 589,415                     | 667,577                  |
| Commissions to agents   | 123,931                       | 129,816                  | 64,839                      | 70,032                   |
| Other operating costs, net of gains on asset sales/dispositions | 13,992                        | 15,670                   | 6,585                       | 7,981                    |
| Insurance and claims  | 30,307                        | 27,108                   | 16,094                      | 12,312                   |
| Selling, general and administrative                             | 71,519                        | 74,986                   | 36,905                      | 37,738                   |
| Depreciation and amortization                                   | 17,093                        | 14,068                   | 8,655                       | 7,049                    |
| Total costs and expenses  | 1,386,585                     | 1,516,378                | 722,493                     | 802,689                  |
| Operating income  | 101,025                       | 115,078                  | 53,093                      | 66,033                   |
| Interest and debt expense                                       | 1,777                         | 1,494                    | 888                         | 713                      |
| Income before income taxes                                      | 99,248                        | 113,584                  | 52,205                      | 65,320                   |
| Income taxes  | 37,750                        | 43,098                   | 19,891                      | 24,849                   |
| Net income  | \$ 61,498                     | \$ 70,486                | \$ 32,314                   | \$ 40,471                |
| Earnings per common share                                       | \$ 1.45                       | \$ 1.59                  | \$ 0.77                     | \$ 0.92                  |
| Diluted earnings per share                                      | \$ 1.45                       | \$ 1.59                  | \$ 0.76                     | \$ 0.92                  |
| Average number of shares outstanding:                           |                               |                          |                             |                          |
| Earnings per common share                                       | 42,315,000                    | 44,240,000               | 42,235,000                  | 43,892,000               |
| Diluted earnings per share                                      | 42,424,000                    | 44,397,000               | 42,357,000                  | 44,033,000               |
| Dividends per common share                                      | \$ 0.16                       | \$ 0.14                  | \$ 0.08                     | \$ 0.07                  |

See accompanying notes to consolidated financial statements.





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LANDSTAR SYSTEM, INC. AND SUBSIDIARY  
 CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME

(Dollars in thousands)

(Unaudited)

|  | <b>Twenty Six Weeks Ended</b> |                          | <b>Thirteen Weeks Ended</b> |                          |
|--|-------------------------------|--------------------------|-----------------------------|--------------------------|
|  | <b>June 25,<br/>2016</b>      | <b>June 27,<br/>2015</b> | <b>June 25,<br/>2016</b>    | <b>June 27,<br/>2015</b> |
| Net income   | \$ 61,498                     | \$ 70,486                | \$ 32,314                   | \$ 40,471                |
| Other comprehensive income (loss):   |                               |                          |                             |                          |
| Unrealized holding gains (losses) on available-for-sale investments, net of tax expense (benefit) of \$217, \$35, \$117 and (\$90) | 397                           | 64                       | 215                         | (164)                    |
| Foreign currency translation gains (losses)  | 837                           | (698)                    | 254                         | (418)                    |
| Other comprehensive income (loss)  | 1,234                         | (634)                    | 469                         | (582)                    |
| Comprehensive income   | \$ 62,732                     | \$ 69,852                | \$ 32,783                   | \$ 39,889                |

See accompanying notes to consolidated financial statements.

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LANDSTAR SYSTEM, INC. AND SUBSIDIARY  
CONSOLIDATED STATEMENTS OF CASH FLOWS

(Dollars in thousands)

(Unaudited)

|   | <b>Twenty Six Weeks<br/>Ended</b> |                          |
|---|-----------------------------------|--------------------------|
|   | <b>June 25,<br/>2016</b>          | <b>June 27,<br/>2015</b> |
| <b>OPERATING ACTIVITIES</b>   |                                   |                          |
| Net income  | \$ 61,498                         | \$ 70,486                |
| Adjustments to reconcile net income to net cash provided by operating activities: |                                   |                          |
| Depreciation and amortization of operating property                               | 17,093                            | 14,068                   |
| Non-cash interest charges   | 112                               | 109                      |
| Provisions for losses on trade and other accounts receivable                      | 2,951                             | 3,344                    |
| Gains on sales/disposals of operating property                                    | (1,761)                           | (178)                    |
| Deferred income taxes, net  | 6,043                             | 1,859                    |
| Stock-based compensation  | 2,066                             | 3,243                    |
| Changes in operating assets and liabilities:                                      |                                   |                          |
| Decrease in trade and other accounts receivable                                   | 57,274                            | 1,147                    |
| (Increase) decrease in other assets   | (2,939)                           | 1,596                    |
| Decrease in accounts payable  | (36,238)                          | (3,270)                  |
| Decrease in other liabilities   | (8,907)                           | (9,999)                  |
| Increase (decrease) in insurance claims   | 7,943                             | (388)                    |
| <b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>                                  | <b>105,135</b>                    | <b>82,017</b>            |
| <b>INVESTING ACTIVITIES</b>   |                                   |                          |
| Sales and maturities of investments   | 23,454                            | 16,656                   |
| Purchases of investments  | (24,377)                          | (20,052)                 |
| Purchases of operating property   | (8,955)                           | (3,050)                  |
| Proceeds from sales of operating property   | 4,791                             | 1,281                    |
| <b>NET CASH USED BY INVESTING ACTIVITIES</b>                                      | <b>(5,087)</b>                    | <b>(5,165)</b>           |
| <b>FINANCING ACTIVITIES</b>   |                                   |                          |
| Decrease in cash overdraft  | (5,254)                           | (2,912)                  |
| Dividends paid  | (6,782)                           | (50,980)                 |
| Proceeds from exercises of stock options  | 900                               | 534                      |
| Taxes paid in lieu of shares issued related to stock-based compensation plans     | (1,690)                           | (2,083)                  |
| Excess tax benefits from stock-based awards                                       | 277                               | 516                      |
| Purchases of common stock   | (26,485)                          | (84,635)                 |

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|  |                 |                  |
|--|-----------------|------------------|
| Principal payments on capital lease obligations              | (23,001)        | (18,112)         |
| <b>NET CASH USED BY FINANCING ACTIVITIES</b>                 | <b>(62,035)</b> | <b>(157,672)</b> |
| Effect of exchange rate changes on cash and cash equivalents | 837             | (698)            |
| Increase (decrease) in cash and cash equivalents             | 38,850          | (81,518)         |
| Cash and cash equivalents at beginning of period             | 114,520         | 163,944          |
| Cash and cash equivalents at end of period                   | \$ 153,370      | \$ 82,426        |

See accompanying notes to consolidated financial statements.

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LANDSTAR SYSTEM, INC. AND SUBSIDIARY  
 CONSOLIDATED STATEMENT OF CHANGES IN SHAREHOLDERS EQUITY

Twenty Six Weeks Ended June 25, 2016

(Dollars in thousands)

(Unaudited)

|   | Common Stock |        | Additional | Retained     | Treasury   |               | Accumulated                                | Total      |
|---|--------------|--------|------------|--------------|------------|---------------|--|------------|
|   | Shares       | Amount | Paid-In    | Earnings     | Shares     | Amount        | Other<br>Comprehensive<br>Income<br>(Loss) |            |
| Balance<br>December 26,<br>2015   | 67,391,616   | \$ 674 | \$ 195,841 | \$ 1,389,975 | 24,972,079 | \$(1,116,765) | \$(3,488)                                  | \$ 466,237 |
| Net income  |              |        |            | 61,498       |            |               |  | 61,498     |
| Dividends<br>(\$0.16 per<br>share)  |              |        |            | (6,782)      |            |               |  | (6,782)    |
| Purchases of<br>common stock  |              |        |            |              | 423,281    | (26,485)      |  | (26,485)   |
| Issuance of<br>stock related to<br>stock-based<br>compensation<br>plans, including<br>excess tax effect | 113,169      | 1      | (404)      |              | 1,642      | (110)         |  | (513)      |
| Stock-based<br>compensation   |              |        | 2,066      |              |            |               |  | 2,066      |
| Other<br>comprehensive<br>income  |              |        |            |              |            |               | 1,234                                      | 1,234      |
| Balance June<br>25, 2016  | 67,504,785   | \$ 675 | \$ 197,503 | \$ 1,444,691 | 25,397,002 | \$(1,143,360) | \$(2,254)                                  | \$ 497,255 |

See accompanying notes to consolidated financial statements.



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## LANDSTAR SYSTEM, INC. AND SUBSIDIARY

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

(Unaudited)

The consolidated financial statements include the accounts of Landstar System, Inc. and its subsidiary, Landstar System Holdings, Inc., and reflect all adjustments (all of a normal, recurring nature) which are, in the opinion of management, necessary for a fair statement of the results for the periods presented. The preparation of the consolidated financial statements requires the use of management's estimates. Actual results could differ from those estimates. Landstar System, Inc. and its subsidiary are herein referred to as Landstar or the Company. Certain prior year amounts have been reclassified for consistency with the current year presentation. Significant intercompany accounts have been eliminated in consolidation.

**(1) Share-based Payment Arrangements**

As of June 25, 2016, the Company had two employee equity incentive plans, the 2002 employee stock option and stock incentive plan (the ESOSIP) and the 2011 equity incentive plan (the 2011 EIP). No further grants can be made under the ESOSIP. The Company also has a stock compensation plan for members of its Board of Directors, the Amended and Restated 2013 Directors Stock Compensation Plan (as amended and restated as of May 17, 2016, the 2013 DSCP). 6,000,000 shares of the Company's common stock were authorized for issuance under the 2011 EIP and 115,000 shares of the Company's common stock were authorized for issuance under the 2013 DSCP. The ESOSIP, 2011 EIP and 2013 DSCP are each referred to herein as a Plan, and, collectively, as the Plans. Amounts recognized in the financial statements with respect to these Plans are as follows (in thousands):

|   | <b>Twenty Six Weeks Ended</b> |                          | <b>Thirteen Weeks Ended</b> |                          |
|---|-------------------------------|--------------------------|-----------------------------|--------------------------|
|   | <b>June 25,<br/>2016</b>      | <b>June 27,<br/>2015</b> | <b>June 25,<br/>2016</b>    | <b>June 27,<br/>2015</b> |
| Total cost of the Plans during the period                         | \$ 2,066                      | \$ 3,243                 | \$ 966                      | \$ 1,576                 |
| Amount of related income tax benefit recognized during the period | (836)                         | (1,270)                  | (365)                       | (569)                    |
| Net cost of the Plans during the period                           | \$ 1,230                      | \$ 1,973                 | \$ 601                      | \$ 1,007                 |

Included in income tax benefits recognized in the twenty-six-week periods ended June 25, 2016 and June 27, 2015 were income tax benefits of \$172,000 and \$213,000, respectively, recognized on disqualifying dispositions of the Company's common stock by employees who obtained shares of common stock through exercises of incentive stock options.

As of June 25, 2016, there were 86,572 shares of the Company's common stock reserved for issuance under the 2013 DSCP and 5,173,077 shares of the Company's common stock reserved for issuance in the aggregate under the ESOSIP and 2011 EIP.

Restricted Stock Units

The following table summarizes information regarding the Company's outstanding restricted stock unit ( RSU ) awards under the Plans:

|                                  | <b>Number of<br/>RSUs</b> | <b>Weighted Average<br/>Grant Date<br/>Fair Value</b> |
|----------------------------------|---------------------------|---|
| Outstanding at December 26, 2015 | 444,157                   | \$ 51.10  |
| Granted                          | 79,643                    | \$ 51.58  |
| Vested                           | (81,344)                  | \$ 53.08  |
| Forfeited                        | (51,533)                  | \$ 53.47  |
| Outstanding at June 25, 2016     | 390,923                   | \$ 50.48  |

During the twenty-six-week period ended June 25, 2016, the Company granted RSUs with a performance condition. RSUs with a performance condition granted on January 29, 2016 may vest on January 31 of 2019, 2020 and 2021 based on growth in operating income and diluted earnings per share from continuing operations as compared to the results from the 2015 fiscal year. Outstanding RSUs at both December 26, 2015 and June 25, 2016 include RSUs with a performance condition and RSUs with a market condition, as further described below.



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RSUs with a performance condition vest over a 5 year period from the date of grant based on growth in operating income and diluted earnings per share as compared to a base year, being the year immediately preceding the year of grant. At the time of grant, the target number of common shares available for issuance under the January 29, 2016 and January 27, 2015 grants equals 100% of the number of RSUs granted and the maximum number of common shares available for issuance under the January 29, 2016 and January 27, 2015 grants equals 200% of the number of RSUs granted. In the event actual results exceed the target, the number of shares that will be granted will exceed the number of RSUs granted. The maximum number of common shares available for issuance under grants made prior to 2015 equals 100% of the number of RSUs granted. The fair value of an RSU with a performance condition was determined based on the market value of the Company's common stock on the date of grant, discounted for lack of marketability for a minimum post-vesting holding requirement. The discount rate due to lack of marketability used for RSU award grants with a performance condition for all periods was 7%. With respect to RSU awards with a performance condition, the Company reports compensation expense over the life of the award based on an estimated number of units that will vest over the life of the award, multiplied by the fair value of an RSU.

On May 1, 2015, the Company granted 20,000 RSUs that vest based on a market condition. These RSUs may vest on April 30 of 2019, 2020 and 2021 based on the Company's total shareholder return (TSR) compound annual growth rate over the vesting periods, adjusted to reflect dividends (if any) paid during such periods and capital adjustments as may be necessary. The target number of common shares available for issuance under the May 1, 2015 grant equals 100% of the number of RSUs granted and the maximum number of common shares available for issuance under the May 1, 2015 grant equals 150% of the number of RSUs granted. In the event actual results exceed the target TSR compound annual growth rate, the number of shares that will be granted will exceed the number of RSUs granted. The fair value of this RSU award was determined at the time of grant based on the expected achievement of the market condition at the end of each vesting period. With respect to these RSU awards with a market condition, compensation expense is recognized ratably over the requisite service period under an award based on the fair market value of the award at the time of grant, regardless of whether the market condition is satisfied. Previously recognized compensation cost would be reversed, however, if the employee terminated employment prior to completing such requisite service period.

The Company recognized approximately \$1,130,000 and \$2,246,000 of share-based compensation expense related to RSU awards in the twenty-six-week periods ended June 25, 2016 and June 27, 2015, respectively. As of June 25, 2016, there was a maximum of \$27.6 million of total unrecognized compensation cost related to RSU awards granted under the Plans with an expected average remaining life of approximately 3.1 years. With respect to RSU awards with a performance condition, the amount of future compensation expense to be recognized will be determined based on future operating results.

**Stock Options**

The following table summarizes information regarding the Company's outstanding stock options under the Plans:

|  |           | Weighted Average |             |                     |
|--|-----------|------------------|-------------|---------------------|
|  |           | Weighted Average | Remaining   |                     |
|  | Number of | Exercise         | Contractual | Aggregate Intrinsic |
|  | Options   | Price            | Term        | Value (000s)        |
|  |           | per Share        | (years)     |                     |
| Options outstanding at December 26, 2015 | 637,221   | \$ 47.24         |             |                     |
| Exercised                                | (68,606)  | \$ 45.71         |             |                     |

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|                                      |         |    |       |     |           |
|--------------------------------------|---------|----|-------|-----|-----------|
| Forfeited                            | (3,000) | \$ | 52.98 |     |           |
| Options outstanding at June 25, 2016 | 565,615 | \$ | 47.40 | 4.7 | \$ 10,992 |
| Options exercisable at June 25, 2016 | 468,415 | \$ | 46.02 | 4.4 | \$ 9,749  |

The total intrinsic value of stock options exercised during the twenty-six-week periods ended June 25, 2016 and June 27, 2015 was \$1,236,000 and \$1,417,000, respectively.

As of June 25, 2016, there was \$852,000 of total unrecognized compensation cost related to non-vested stock options granted under the Plans. The unrecognized compensation cost related to these non-vested options is expected to be recognized over a weighted average period of 1.1 years.

**Table of Contents****Non-vested Restricted Stock**

The following table summarizes information regarding the Company's outstanding non-vested restricted stock under the Plans:

|                                  | <b>Number of<br/>Shares</b> | <b>Weighted Average<br/>Grant Date<br/>Fair Value</b> |
|----------------------------------|-----------------------------|---|
| Outstanding at December 26, 2015 | 18,060                      | \$ 54.36  |
| Granted                          | 26,033                      | \$ 58.53  |
| Vested                           | (13,684)                    | \$ 52.48  |
| Outstanding at June 25, 2016     | 30,409                      | \$ 58.77  |

The fair value of each share of non-vested restricted stock issued under the Plans is based on the fair value of a share of the Company's common stock on the date of grant. Shares of non-vested restricted stock are generally subject to vesting in three equal annual installments or 100% on the first, third or fifth anniversary of the date of the grant.

As of June 25, 2016, there was \$1,486,000 of total unrecognized compensation cost related to non-vested shares of restricted stock granted under the Plans. The unrecognized compensation cost related to these non-vested shares of restricted stock is expected to be recognized over a weighted average period of 2.0 years.

**(2) Income Taxes**

The provisions for income taxes for both the 2016 and 2015 twenty-six-week periods were based on estimated annual effective income tax rates of 38.2%, adjusted for discrete events, such as benefits resulting from disqualifying dispositions of the Company's common stock by employees who obtained the stock through exercises of incentive stock options. The effective income tax rates for the 2016 and 2015 twenty-six-week periods were 38.0% and 37.9%, respectively, which were higher than the statutory federal income tax rate primarily as a result of state taxes, the meals and entertainment exclusion and non-deductible stock-based compensation.

During the first fiscal quarter of 2016, the Company adopted Accounting Standards Update 2015-17 – Balance Sheet Classification of Deferred Taxes (ASU 2015-17), which requires an entity to present deferred tax assets and deferred tax liabilities as noncurrent in a classified balance sheet. As of December 26, 2015, the Company reclassified \$6,552,000 of current deferred tax assets to noncurrent to conform to the current year presentation and this amount is now included in deferred income taxes and other noncurrent liabilities on the consolidated balance sheets.

**(3) Earnings Per Share**

Earnings per common share are based on the weighted average number of shares outstanding, including outstanding non-vested restricted stock. Diluted earnings per share are based on the weighted average number of common shares outstanding plus the incremental shares that would have been outstanding upon the assumed exercise of all dilutive stock options.

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The following table provides a reconciliation of the average number of common shares outstanding used to calculate earnings per common share to the average number of common shares and common share equivalents outstanding used to calculate diluted earnings per share (in thousands):

|  | <b>Twenty Six Weeks Ended</b> |                          | <b>Thirteen Weeks Ended</b> |                          |
|--|-------------------------------|--------------------------|-----------------------------|--------------------------|
|  | <b>June 25,<br/>2016</b>      | <b>June 27,<br/>2015</b> | <b>June 25,<br/>2016</b>    | <b>June 27,<br/>2015</b> |
| Average number of common shares outstanding                              | 42,315                        | 44,240                   | 42,235                      | 43,892                   |
| Incremental shares from assumed exercises of stock options               | 109                           | 157                      | 122                         | 141                      |
| Average number of common shares and common share equivalents outstanding | 42,424                        | 44,397                   | 42,357                      | 44,033                   |

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For each of the twenty-six-week and thirteen-week periods ended June 25, 2016 and June 27, 2015, no options outstanding to purchase shares of common stock were antidilutive. Outstanding RSUs were excluded from the calculation of diluted earnings per share for all periods because the performance metric requirements or market condition for vesting had not been satisfied.

**(4) Additional Cash Flow Information**

During the 2016 twenty-six-week period, Landstar paid income taxes and interest of \$33,771,000 and \$1,922,000, respectively. During the 2015 twenty-six-week period, Landstar paid income taxes and interest of \$32,013,000 and \$1,521,000, respectively. Landstar acquired operating property by entering into capital leases in the amount of \$17,642,000 in the 2016 twenty-six-week period. Landstar did not acquire any operating property by entering into capital leases in the 2015 twenty-six-week period. In addition, Landstar acquired \$3,776,000 of operating property for which the Company accrued a corresponding liability in accounts payable as of June 25, 2016 related to the acquisition of land and improvements in Laredo, TX.

**(5) Segment Information**

The following table summarizes information about the Company's reportable business segments as of and for the twenty-six-week and thirteen-week periods ended June 25, 2016 and June 27, 2015 (in thousands):

|                                   | Twenty Six Weeks Ended      |           |              |                             |           |              |
|-----------------------------------|-----------------------------|-----------|--------------|-----------------------------|-----------|--------------|
|                                   | June 25, 2016               |           |              | June 27, 2015               |           |              |
|                                   | Transportation<br>Logistics | Insurance | Total        | Transportation<br>Logistics | Insurance | Total        |
| External revenue                  | \$ 1,463,772                | \$ 23,095 | \$ 1,486,867 | \$ 1,609,225                | \$ 21,538 | \$ 1,630,763 |
| Internal revenue                  |                             | 21,661    | 21,661       |                             | 18,554    | 18,554       |
| Investment income                 |                             | 743       | 743          |                             | 693       | 693          |
| Operating income                  | 85,801                      | 15,224    | 101,025      | 101,113                     | 13,965    | 115,078      |
| Expenditures on long-lived assets | 8,955                       |           | 8,955        | 3,050                       |           | 3,050        |
| Goodwill                          | 31,134                      |           | 31,134       | 31,134                      |           | 31,134       |

  

|                                   | Thirteen Weeks Ended        |           |            |                             |           |            |
|-----------------------------------|-----------------------------|-----------|------------|-----------------------------|-----------|------------|
|                                   | June 25, 2016               |           |            | June 27, 2015               |           |            |
|                                   | Transportation<br>Logistics | Insurance | Total      | Transportation<br>Logistics | Insurance | Total      |
| External revenue                  | \$ 763,672                  | \$ 11,551 | \$ 775,223 | \$ 857,429                  | \$ 10,954 | \$ 868,383 |
| Internal revenue                  |                             | 14,430    | 14,430     |                             | 12,158    | 12,158     |
| Investment income                 |                             | 363       | 363        |                             | 339       | 339        |
| Operating income                  | 46,176                      | 6,917     | 53,093     | 57,383                      | 8,650     | 66,033     |
| Expenditures on long-lived assets | 8,127                       |           | 8,127      | 600                         |           | 600        |

In the twenty-six and thirteen-week periods ended June 25, 2016 and June 27, 2015, no single customer accounted for more than 10% of the Company's consolidated revenue.

**(6) Other Comprehensive Income**

The following table presents the components of and changes in accumulated other comprehensive income, net of related income taxes, as of and for the twenty-six-week period ended June 25, 2016 (in thousands):

|                                 | <b>Unrealized<br/>Holding Gains<br/>(Losses) on<br/>Available-for-Sale<br/>Securities</b> | <b>Foreign Currency<br/>Translation</b> | <b>Total</b> |
|---------------------------------|---|---|--------------|
| Balance as of December 26, 2015 | \$ (94)   | \$ (3,394)                              | \$ (3,488)   |
| Other comprehensive income      | 397   | 837                                     | 1,234        |
| Balance as of June 25, 2016     | \$ 303  | \$ (2,557)                              | \$ (2,254)   |

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Amounts reclassified from accumulated other comprehensive income to investment income due to the realization of previously unrealized gains and losses in the accompanying consolidated statements of income were not significant for the twenty-six-week period ended June 25, 2016.

**(7) Investments**

Investments include primarily investment-grade corporate bonds and U.S. Treasury obligations having maturities of up to five years (the bond portfolio). Investments in the bond portfolio are reported as available-for-sale and are carried at fair value. Investments maturing less than one year from the balance sheet date are included in short-term investments and investments maturing more than one year from the balance sheet date are included in other assets in the consolidated balance sheets. Management performs an analysis of the nature of the unrealized losses on available-for-sale investments to determine whether such losses are other-than-temporary. Unrealized losses, representing the excess of the purchase price of an investment over its fair value as of the end of a period, considered to be other-than-temporary, are to be included as a charge in the statement of income, while unrealized losses considered to be temporary are to be included as a component of shareholders' equity. Investments whose values are based on quoted market prices in active markets are classified within Level 1. Investments that trade in markets that are not considered to be active, but are valued based on quoted market prices, are classified within Level 2. As Level 2 investments include positions that are not traded in active markets, valuations may be adjusted to reflect illiquidity and/or non-transferability, which are generally based on available market information. Any transfers between levels are recognized as of the beginning of any reporting period. Fair value of the bond portfolio was determined using Level 1 inputs related to U.S. Treasury obligations and money market investments and Level 2 inputs related to investment-grade corporate bonds, asset-backed securities and direct obligations of government agencies. Unrealized gains, net of unrealized losses, on the investments in the bond portfolio were \$469,000 at June 25, 2016, while unrealized losses, net of unrealized gains, on the investments in the bond portfolio were \$145,000 at December 26, 2015.

The amortized cost and fair values of available-for-sale investments are as follows at June 25, 2016 and December 26, 2015 (in thousands):

|   | Amortized<br>Cost | Gross<br>Unrealized<br>Gains | Gross<br>Unrealized<br>Losses | Fair<br>Value |
|---|-------------------|------------------------------|-------------------------------|---------------|
| <b>June 25, 2016</b>  |                   |                              |                               |               |
| Money market investments                                      | \$ 11,864         | \$                           | \$                            | \$ 11,864     |
| Asset-backed securities                                       | 4,430             | 10                           | 15                            | 4,425         |
| Corporate bonds and direct obligations of government agencies | 73,608            | 520                          | 64                            | 74,064        |
| U.S. Treasury obligations                                     | 19,031            | 18                           |                               | 19,049        |
| Total   | \$ 108,933        | \$ 548                       | \$ 79                         | \$ 109,402    |
| <b>December 26, 2015</b>                                      |                   |                              |                               |               |
| Money market investments                                      | \$ 7,594          | \$                           | \$                            | \$ 7,594      |

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|   |            |        |        |            |
|---|------------|--------|--------|------------|
| Asset-backed securities                                       | 4,523      | 1      | 58     | 4,466      |
| Corporate bonds and direct obligations of government agencies | 76,839     | 190    | 270    | 76,759     |
| U.S. Treasury obligations                                     | 19,273     | 5      | 13     | 19,265     |
| Total   | \$ 108,229 | \$ 196 | \$ 341 | \$ 108,084 |



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For those available-for-sale investments with unrealized losses at June 25, 2016 and December 26, 2015, the following table summarizes the duration of the unrealized loss (in thousands):

|   | Less than 12 months |                 | 12 months or longer |                 | Total      |                 |
|---|---------------------|-----------------|---------------------|-----------------|------------|-----------------|
|   | Fair Value          | Unrealized Loss | Fair Value          | Unrealized Loss | Fair Value | Unrealized Loss |
| <b>June 25, 2016</b>  |                     |                 |                     |                 |            |                 |
| Asset-backed securities                                       | \$                  | \$              | \$ 2,459            | \$ 15           | \$ 2,459   | \$ 15           |
| Corporate bonds and direct obligations of government agencies | 5,326               | 3               | 1,481               | 61              | 6,807      | 64              |
| Total   | \$ 5,326            | \$ 3            | \$ 3,940            | \$ 76           | \$ 9,266   | \$ 79           |
| <b>December 26, 2015</b>                                      |                     |                 |                     |                 |            |                 |
| Asset-backed securities                                       | \$ 4,422            | \$ 58           | \$                  | \$              | \$ 4,422   | \$ 58           |
| Corporate bonds and direct obligations of government agencies | 39,276              | 217             | 562                 | 53              | 39,838     | 270             |
| U.S. Treasury obligations                                     | 15,093              | 13              |                     |                 | 15,093     | 13              |
| Total   | \$ 58,791           | \$ 288          | \$ 562              | \$ 53           | \$ 59,353  | \$ 341          |

The Company expects to recover the amortized cost basis of these securities as it does not intend to sell, and does not anticipate being required to sell, these securities before recovery of the cost basis. For these reasons, the Company does not consider the unrealized losses on these securities to be other-than-temporary at June 25, 2016.

**(8) Commitments and Contingencies**

Short-term investments include \$61,528,000 in current maturities of investments held by the Company's insurance segment at June 25, 2016. The non-current portion of the bond portfolio of \$47,874,000 is included in other assets. The short-term investments, together with \$6,372,000 of non-current investments, provide collateral for the \$61,110,000 of letters of credit issued to guarantee payment of insurance claims. As of June 25, 2016, Landstar also had \$35,600,000 of additional letters of credit outstanding under the Company's Credit Agreement.

The Company is involved in certain claims and pending litigation arising from the normal conduct of business. Many of these claims are covered in whole or in part by insurance. Based on knowledge of the facts and, in certain cases, opinions of outside counsel, management believes that adequate provisions have been made for probable losses with respect to the resolution of all such claims and pending litigation and that the ultimate outcome, after provisions therefor, will not have a material adverse effect on the financial condition of the Company, but could have a material effect on the results of operations in a given quarter or year.

**(9) Change in Accounting Estimate for Self-Insured Claims**

Landstar provides for the estimated costs of self-insured claims primarily on an actuarial basis. The amount recorded for the estimated liability for claims incurred is based upon the facts and circumstances known on the applicable balance sheet date. The ultimate resolution of these claims may be for an amount greater or less than the amount estimated by management. The Company continually revises its existing claim estimates as new or revised information becomes available on the status of each claim. Historically, the Company has experienced both favorable and unfavorable development of prior years' claims estimates.

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The following table summarizes the effect of the increase in the cost of insurance claims resulting from unfavorable development of prior year self-insured claims estimates on operating income, net income and earnings per share amounts in the consolidated statements of income for the twenty-six-week and thirteen-week periods ended June 25, 2016 and June 27, 2015 (in thousands, except per share amounts):

|                            | Twenty Six Weeks Ended |                  | Thirteen Weeks Ended |                  |
|----------------------------|------------------------|------------------|----------------------|------------------|
|                            | June 25,<br>2016       | June 27,<br>2015 | June 25,<br>2016     | June 27,<br>2015 |
| Operating income           | \$ 2,816               | \$ 5,474         | \$ 738               | \$ 833           |
| Net income                 | 1,740                  | 3,383            | 456                  | 515              |
| Earnings per share         | \$ 0.04                | \$ 0.08          | \$ 0.01              | \$ 0.01          |
| Diluted earnings per share | \$ 0.04                | \$ 0.08          | \$ 0.01              | \$ 0.01          |

The unfavorable development of prior years' claims in the twenty-six-week period ended June 27, 2015 primarily related to the impact of the March 13, 2015 verdict further described in reports previously filed by the Company with the Securities and Exchange Commission.

**(10) Recent Accounting Pronouncements**

In May 2014, the Financial Accounting Standards Board ( FASB ) issued Accounting Standards Update 2014-09 - Revenue from Contracts with Customers ( ASU 2014-09 ). ASU 2014-09 is a comprehensive revenue recognition model requiring a company to recognize revenue to depict the transfer of goods or services to a customer at an amount reflecting the consideration it expects to receive in exchange for those goods or services. In adopting ASU 2014-09, companies may use either a full retrospective or a modified retrospective approach. On July 9, 2015, the FASB approved deferring the effective date by one year to December 15, 2017 for annual reporting periods beginning after that date. The FASB also approved permitting early adoption of the standard, but not before the original effective date of December 15, 2016. ASU 2014-09 is not expected to have a material impact on the Company's financial statements.

In November 2015, the FASB issued ASU 2015-17 Balance Sheet Classification of Deferred Taxes. The Company adopted this guidance during the first fiscal quarter of 2016 and applied it retrospectively. Deferred tax assets in the prior period presented have been reclassified to conform to the current year presentation. See Note 2, Income Taxes, for further information.

In February 2016, the FASB issued Accounting Standards Update 2016-02 Leases ( ASU 2016-02 ). ASU 2016-02 requires a company to recognize a right-of-use asset and lease liability for the obligation to make lease payments measured at the present value of the lease payments for all leases with terms greater than twelve months. Companies are required to use a modified retrospective transition approach to recognize leases at the beginning of the earliest period presented. ASU 2016-02 is effective for annual reporting periods beginning after December 15, 2018, and interim periods therein, and early adoption is permitted. ASU 2016-02 is not expected to have a material impact on the Company's financial statements.

In March 2016, the FASB issued Accounting Standards Update 2016-09 Compensation Stock Compensation (Topic 718): Improvements to Employee Share-Based Payment Accounting ( ASU 2016-09 ), which is intended to simplify several aspects of the accounting for share-based payment transactions, including the income tax consequences, classification of awards as either equity or liabilities, and classification on the statement of cash flows. ASU 2016-09

is effective for annual periods beginning after December 15, 2016, and interim periods therein. The Company is currently evaluating the impact of ASU 2016-09 on its financial statements.

In June 2016, the FASB issued Accounting Standards Update 2016-13 Financial Instruments Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments ( ASU 2016-13 ), which requires measurement and recognition of expected versus incurred credit losses for financial assets held. ASU 2016-13 is effective for annual periods beginning after December 15, 2019, and interim periods therein. The Company is currently evaluating the impact of ASU 2016-13 on its financial statements.

## Item 2. Management's Discussion and Analysis of Financial Condition and Results of Operations

The following discussion should be read in conjunction with the interim consolidated financial statements and notes thereto included herein, and with the Company's audited financial statements and notes thereto for the fiscal year ended December 26, 2015 and Management's Discussion and Analysis of Financial Condition and Results of Operations included in the 2015 Annual Report on Form 10-K.

### FORWARD-LOOKING STATEMENTS

The following is a "safe harbor" statement under the Private Securities Litigation Reform Act of 1995. Statements contained in this document that are not based on historical facts are "forward-looking statements." This Management's Discussion and Analysis of

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Financial Condition and Results of Operations and other sections of this Form 10-Q contain forward-looking statements, such as statements which relate to Landstar's business objectives, plans, strategies and expectations. Terms such as anticipates, believes, estimates, intention, expects, plans, predicts, may, should, could, and will, and similar expressions are intended to identify forward-looking statements. Such statements are by nature subject to uncertainties and risks, including but not limited to: an increase in the frequency or severity of accidents or other claims; unfavorable development of existing accident claims; dependence on third party insurance companies; dependence on independent commission sales agents; dependence on third party capacity providers; decreased demand for transportation services; substantial industry competition; disruptions or failures in the Company's computer systems; cyber and other information security incidents; dependence on key vendors; changes in fuel taxes; status of independent contractors; regulatory and legislative changes; catastrophic loss of a Company facility; intellectual property; unclaimed property; and other operational, financial or legal risks or uncertainties detailed in Landstar's Form 10-K for the 2015 fiscal year, described in Item 1A Risk Factors, in this report or in Landstar's other Securities and Exchange Commission filings from time to time. These risks and uncertainties could cause actual results or events to differ materially from historical results or those anticipated. Investors should not place undue reliance on such forward-looking statements and the Company undertakes no obligation to publicly update or revise any forward-looking statements.

## **Introduction**

Landstar System, Inc. and its subsidiary, Landstar System Holdings, Inc. (together, referred to herein as Landstar or the Company), is a worldwide asset-light provider of integrated transportation management solutions. The Company offers services to its customers across multiple transportation modes, with the ability to arrange for individual shipments of freight to enterprise-wide solutions to manage all of a customer's transportation needs. Landstar provides services principally throughout the United States and to a lesser extent in Canada, and between the United States and Canada, Mexico and other countries around the world. The Company's services emphasize safety, information coordination and customer service and are delivered through a network of independent commission sales agents and third party capacity providers linked together by a series of technological applications which are provided and coordinated by the Company. The nature of the Company's business is such that a significant portion of its operating costs varies directly with revenue.

Landstar markets its integrated transportation management solutions primarily through independent commission sales agents and exclusively utilizes third party capacity providers to transport customers' freight. Landstar's independent commission sales agents enter into contractual arrangements with the Company and are responsible for locating freight, making that freight available to Landstar's capacity providers and coordinating the transportation of the freight with customers and capacity providers. The Company's third party capacity providers consist of independent contractors who provide truck capacity to the Company under exclusive lease arrangements (the BCO Independent Contractors), unrelated trucking companies who provide truck capacity to the Company under non-exclusive contractual arrangements (the Truck Brokerage Carriers), air cargo carriers, ocean cargo carriers and railroads. Through this network of agents and capacity providers linked together by Landstar's information technology systems, Landstar operates an integrated transportation management solutions business primarily throughout North America with revenue of \$3.3 billion during the most recently completed fiscal year. The Company reports the results of two operating segments: the transportation logistics segment and the insurance segment.

The transportation logistics segment provides a wide range of integrated transportation management solutions. Transportation services offered by the Company include truckload and less-than-truckload transportation, rail intermodal, air cargo, ocean cargo, expedited ground and air delivery of time-critical freight, heavy-haul/specialized, U.S.-Canada and U.S.-Mexico cross-border, project cargo and customs brokerage. Industries serviced by the transportation logistics segment include automotive products, building products, metals, chemicals, foodstuffs, heavy

machinery, retail, electronics, ammunition and explosives and military equipment. In addition, the transportation logistics segment provides transportation services to other transportation companies, including third party logistics and less-than-truckload service providers. Each of the independent commission sales agents has the opportunity to market all of the services provided by the transportation logistics segment. Billings for freight transportation services are typically charged to customers on a per shipment basis for the physical transportation of freight and are referred to as transportation revenue. During the twenty-six weeks ended June 25, 2016, revenue hauled by BCO Independent Contractors, Truck Brokerage Carriers and railroads represented approximately 48%, 45% and 4%, respectively, of the Company's consolidated revenue. Collectively, revenue hauled by air and ocean cargo carriers represented approximately 3% of the Company's consolidated revenue in the twenty-six-week period ended June 25, 2016.

The insurance segment is comprised of Signature Insurance Company, a wholly owned offshore insurance subsidiary (Signature), and Risk Management Claim Services, Inc. This segment provides risk and claims management services to certain of Landstar's operating subsidiaries. In addition, it reinsures certain risks of the Company's BCO Independent Contractors and provides certain property and casualty insurance directly to certain of Landstar's operating subsidiaries. Revenue at the insurance segment represents reinsurance

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premiums from third party insurance companies that provide insurance programs to BCO Independent Contractors where all or a portion of the risk is ultimately borne by Signature. Revenue at the insurance segment represented approximately 2% of the Company's consolidated revenue for the twenty-six-week period ended June 25, 2016.

**Changes in Financial Condition and Results of Operations**

Management believes the Company's success principally depends on its ability to generate freight through its network of independent commission sales agents and to safely and efficiently deliver that freight utilizing third party capacity providers. Management believes the most significant factors to the Company's success include increasing revenue, sourcing capacity and controlling costs, including insurance and claims.

While customer demand, which is subject to overall economic conditions, ultimately drives increases or decreases in revenue, the Company primarily relies on its independent commission sales agents to establish customer relationships and generate revenue opportunities. Management's emphasis with respect to revenue growth is on revenue generated by independent commission sales agents who on an annual basis generate \$1 million or more of Landstar revenue ( Million Dollar Agents ). Management believes future revenue growth is primarily dependent on its ability to increase both the revenue generated by Million Dollar Agents and the number of Million Dollar Agents through a combination of recruiting new agents and increasing the revenue opportunities generated by existing independent commission sales agents. During the 2015 fiscal year, 512 independent commission sales agents generated \$1 million or more of Landstar revenue and thus qualified as Million Dollar Agents. During the 2015 fiscal year, the average revenue generated by a Million Dollar Agent was \$5,998,000 and revenue generated by Million Dollar Agents in the aggregate represented 92% of consolidated revenue.

Management monitors business activity by tracking the number of loads (volume) and revenue per load by mode of transportation. Revenue per load can be influenced by many factors other than a change in price. Those factors include the average length of haul, freight type, special handling and equipment requirements, fuel costs and delivery time requirements. For shipments involving two or more modes of transportation, revenue is generally classified by the mode of transportation having the highest cost for the load. The following table summarizes this information by trailer type for truck transportation and by mode for all others:

|  | Twenty Six Weeks Ended |                     | Thirteen Weeks Ended |                   |
|--|------------------------|---------------------|----------------------|-------------------|
|  | June 25,<br>2016       | June 27,<br>2015    | June 25,<br>2016     | June 27,<br>2015  |
| <b>Revenue generated through (in thousands):</b> |                        |                     |                      |                   |
| Truck transportation                             |                        |                     |                      |                   |
| Truckload:                                       |                        |                     |                      |                   |
| Van equipment                                    | \$ 886,195             | \$ 946,598          | \$ 458,002           | \$ 496,910        |
| Unsided/platform equipment                       | 451,430                | 530,515             | 242,008              | 291,032           |
| Less-than-truckload                              | 35,927                 | 40,956              | 18,450               | 21,258            |
| <b>Total truck transportation</b>                | <b>1,373,552</b>       | <b>1,518,069</b>    | <b>718,460</b>       | <b>809,200</b>    |
| Rail intermodal                                  | 52,337                 | 49,522              | 26,229               | 26,341            |
| Ocean and air cargo carriers                     | 37,710                 | 41,410              | 18,902               | 21,778            |
| Other (1)  | 23,268                 | 21,762              | 11,632               | 11,064            |
|  | <b>\$ 1,486,867</b>    | <b>\$ 1,630,763</b> | <b>\$ 775,223</b>    | <b>\$ 868,383</b> |

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Revenue on loads hauled via BCO Independent Contractors included in total truck transportation \$ 707,652 \$ 752,030 \$ 373,374 \$ 401,705

**Number of loads:**

Truck transportation

Truckload:

|                            |         |         |         |         |
|----------------------------|---------|---------|---------|---------|
| Van equipment              | 556,119 | 544,714 | 287,079 | 285,762 |
| Unsided/platform equipment | 219,034 | 229,452 | 116,292 | 127,286 |
| Less-than-truckload        | 55,727  | 54,904  | 28,829  | 28,912  |

|                            |         |         |         |         |
|----------------------------|---------|---------|---------|---------|
| Total truck transportation | 830,880 | 829,070 | 432,200 | 441,960 |
|----------------------------|---------|---------|---------|---------|

|                 |        |        |        |        |
|-----------------|--------|--------|--------|--------|
| Rail intermodal | 24,180 | 20,680 | 12,150 | 11,200 |
|-----------------|--------|--------|--------|--------|

|                              |       |       |       |       |
|------------------------------|-------|-------|-------|-------|
| Ocean and air cargo carriers | 9,780 | 8,620 | 5,220 | 4,490 |
|------------------------------|-------|-------|-------|-------|

|  |         |         |         |         |
|--|---------|---------|---------|---------|
|  | 864,840 | 858,370 | 449,570 | 457,650 |
|--|---------|---------|---------|---------|

|   |         |         |         |         |
|---|---------|---------|---------|---------|
| Loads hauled via BCO Independent Contractors included in total truck transportation | 414,660 | 406,230 | 216,990 | 214,930 |
|---|---------|---------|---------|---------|



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## Truck transportation

## Truckload:

|                              |          |          |          |          |
|------------------------------|----------|----------|----------|----------|
| Van equipment                | \$ 1,594 | \$ 1,738 | \$ 1,595 | \$ 1,739 |
| Unsided/platform equipment   | 2,061    | 2,312    | 2,081    | 2,286    |
| Less-than-truckload          | 645      | 746      | 640      | 735      |
| Total truck transportation   | 1,653    | 1,831    | 1,662    | 1,831    |
| Rail intermodal              | 2,164    | 2,395    | 2,159    | 2,352    |
| Ocean and air cargo carriers | 3,856    | 4,804    | 3,621    | 4,850    |

## Revenue per load on loads hauled via BCO

|                         |          |          |          |          |
|-------------------------|----------|----------|----------|----------|
| Independent Contractors | \$ 1,707 | \$ 1,851 | \$ 1,721 | \$ 1,869 |
|-------------------------|----------|----------|----------|----------|

Revenue by capacity type (as a % of total revenue):

## Truck capacity providers:

|                              |     |     |     |     |
|------------------------------|-----|-----|-----|-----|
| BCO Independent Contractors  | 48% | 46% | 48% | 46% |
| Truck Brokerage Carriers     | 45% | 47% | 45% | 47% |
| Rail intermodal              | 4%  | 3%  | 3%  | 3%  |
| Ocean and air cargo carriers | 3%  | 3%  | 2%  | 3%  |
| Other                        | 2%  | 1%  | 2%  | 1%  |

(1) Includes primarily reinsurance premium revenue generated by the insurance segment.

Also critical to the Company's success is its ability to secure capacity, particularly truck capacity, at rates that allow the Company to profitably transport customers' freight. The following table summarizes the number of available truck capacity providers on the dates indicated:

|  | June 25, 2016 | June 27, 2015 |
|--|---------------|---------------|
| BCO Independent Contractors                    | 8,856         | 8,726         |
| Truck Brokerage Carriers:                      |               |               |
| Approved and active <sup>(1)</sup>             | 30,137        | 28,387        |
| Other approved                                 | 15,594        | 13,126        |
|  | 45,731        | 41,513        |
| Total available truck capacity providers       | 54,587        | 50,239        |
| Trucks provided by BCO Independent Contractors | 9,462         | 9,308         |

(1) Active refers to Truck Brokerage Carriers who moved at least one load in the 180 days immediately preceding the fiscal quarter end.

The Company incurs costs that are directly related to the transportation of freight that include purchased transportation and commissions to agents. The Company incurs indirect costs associated with the transportation of freight that

include other operating costs and insurance and claims. In addition, the Company incurs selling, general and administrative costs essential to administering its business operations. Management continually monitors all components of the costs incurred by the Company and establishes annual cost budgets which, in general, are used to benchmark costs incurred on a monthly basis.

Purchased transportation represents the amount a BCO Independent Contractor or other third party capacity provider is paid to haul freight. The amount of purchased transportation paid to a BCO Independent Contractor is primarily based on a contractually agreed-upon percentage of revenue generated by loads hauled by the BCO Independent Contractor. Purchased transportation paid to a Truck Brokerage Carrier is based on either a negotiated rate for each load hauled or, to a lesser extent, a contractually agreed-upon fixed rate per load. Purchased transportation paid to railroads is based on either a negotiated rate for each load hauled or a contractually agreed-upon fixed rate. Purchased transportation paid to air cargo carriers is generally based on a negotiated rate for each load hauled and purchased transportation paid to ocean cargo carriers is generally based on contractually agreed-upon fixed rates. Purchased transportation as a percentage of revenue for truck brokerage, rail intermodal and ocean cargo services is normally higher than that of BCO Independent Contractor and air cargo services. Purchased transportation is the largest component of costs and expenses and, on a consolidated basis, increases or decreases as a percentage of consolidated revenue in proportion to changes in the percentage of consolidated revenue generated through BCO Independent Contractors and other third party capacity providers and external revenue from the insurance segment, consisting of reinsurance premiums. Purchased transportation as a percent of revenue also increases or decreases in relation to the availability of truck brokerage capacity and with changes in the price of fuel on revenue hauled by Truck Brokerage Carriers. The Company passes 100% of fuel surcharges billed to customers for freight hauled by BCO Independent Contractors to its BCO Independent Contractors. These fuel surcharges are excluded from revenue and the cost of purchased transportation. Purchased transportation costs are recognized upon the completion of freight delivery.

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Commissions to agents are based on contractually agreed-upon percentages of revenue or net revenue, defined as revenue less the cost of purchased transportation, or net revenue less a contractually agreed upon percentage of revenue retained by Landstar. Commissions to agents as a percentage of consolidated revenue will vary directly with fluctuations in the percentage of consolidated revenue generated by the various modes of transportation and reinsurance premiums and with changes in net revenue margin, defined as net revenue divided by revenue, on services provided by Truck Brokerage Carriers, railroads, air cargo carriers and ocean cargo carriers. Commissions to agents are recognized upon the completion of freight delivery.

The Company defines gross profit as revenue less the cost of purchased transportation and commissions to agents. Gross profit divided by revenue is referred to as gross profit margin. The Company's operating margin is defined as operating income divided by gross profit.

In general, gross profit margin on revenue hauled by BCO Independent Contractors represents a fixed percentage of revenue due to the nature of the contracts that pay a fixed percentage of revenue to both the BCO Independent Contractors and independent commission sales agents. For revenue hauled by Truck Brokerage Carriers, gross profit margin is either fixed or variable as a percent of revenue, depending on the contract with each individual independent commission sales agent. Under certain contracts with independent commission sales agents, the Company retains a fixed percentage of revenue and the agent retains the amount remaining less the cost of purchased transportation (the retention contracts). Gross profit margin on revenue hauled by railroads, air cargo carriers, ocean cargo carriers and Truck Brokerage Carriers, other than those under retention contracts, is variable in nature as the Company's contracts with independent commission sales agents provide commissions to agents at a contractually agreed upon percentage of net revenue for these type of loads. Approximately 56% of the Company's consolidated revenue in the twenty-six-week period ended June 25, 2016 was generated under contracts that have a fixed gross profit margin while 44% was under contracts that have a variable gross profit margin.

Maintenance costs for Company-provided trailing equipment and BCO Independent Contractor recruiting costs are the largest components of other operating costs. Also included in other operating costs are trailer rental costs, the provision for uncollectible advances and other receivables due from BCO Independent Contractors and independent commission sales agents and gains/losses, if any, on sales of Company-owned trailing equipment.

With respect to insurance and claims cost, potential liability associated with accidents in the trucking industry is severe and occurrences are unpredictable. For commercial trucking claims, Landstar retains liability up to \$5,000,000 per occurrence. The Company also retains liability of up to \$1,000,000 for each general liability claim, up to \$250,000 for each workers' compensation claim and up to \$250,000 for each cargo claim. The Company's exposure to liability associated with accidents incurred by Truck Brokerage Carriers, railroads and air and ocean cargo carriers who transport freight on behalf of the Company is reduced by various factors including the extent to which such carriers maintain their own insurance coverage. A material increase in the frequency or severity of accidents, cargo claims or workers' compensation claims or the material unfavorable development of existing claims could have a material adverse effect on Landstar's cost of insurance and claims and its results of operations.

During the twenty-six-week period ended June 25, 2016, employee compensation and benefits accounted for approximately sixty-five percent of the Company's selling, general and administrative costs.

Depreciation and amortization primarily relate to depreciation of trailing equipment and information technology hardware and software.

The following table sets forth the percentage relationship of purchased transportation and commissions to agents, both being direct costs, to revenue and indirect costs as a percentage of gross profit for the periods indicated:

|   | Twenty Six Weeks Ended |                  | Thirteen Weeks Ended |                  |
|---|------------------------|------------------|----------------------|------------------|
|   | June 25,<br>2016       | June 27,<br>2015 | June 25,<br>2016     | June 27,<br>2015 |
| Revenue   | 100.0%                 | 100.0%           | 100.0%               | 100.0%           |
| Purchased transportation  | 76.0                   | 76.9             | 76.0                 | 76.9             |
| Commissions to agents   | 8.3                    | 8.0              | 8.4                  | 8.1              |
| Gross profit margin   | 15.7%                  | 15.1%            | 15.6%                | 15.1%            |
| Gross profit  | 100.0%                 | 100.0%           | 100.0%               | 100.0%           |
| Investment income   | 0.3                    | 0.3              | 0.3                  | 0.3              |
| Indirect costs and expenses:                                    |                        |                  |                      |                  |
| Other operating costs, net of gains on asset sales/dispositions | 6.0                    | 6.4              | 5.4                  | 6.1              |
| Insurance and claims  | 13.0                   | 11.0             | 13.3                 | 9.4              |
| Selling, general and administrative                             | 30.7                   | 30.5             | 30.5                 | 28.9             |
| Depreciation and amortization                                   | 7.3                    | 5.7              | 7.2                  | 5.4              |
| Total costs and expenses  | 57.0                   | 53.5             | 56.4                 | 49.8             |
| Operating margin  | 43.3%                  | 46.7%            | 43.9%                | 50.5%            |

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Management believes that a discussion of indirect costs as a percentage of gross profit is useful and meaningful to potential investors for the following principal reasons: (1) disclosure of these relative measures (i.e., each indirect operating cost line item as a percentage of gross profit) allows investors to better understand the underlying trends in the Company's results of operations; (2) due to the generally fixed nature of these indirect costs (other than insurance and claims costs), these relative measures are meaningful to investors' evaluations of the Company's management of its indirect costs attributable to operations; (3) management considers this financial information in its decision-making, such as budgeting for infrastructure, trailing equipment and selling, general and administrative costs; and (4) this information facilitates comparisons by investors of the Company's results to the results of other non-asset or asset-light companies in the transportation and logistics services industry who report net revenue in Management Discussion and Analysis, which represents revenue less the cost of purchased transportation. The difference between the Company's use of the term gross profit and use of the term net revenue by other companies in the transportation and logistics services industry is due to the direct cost of commissions to agents under the Landstar business model, whereas other companies in this industry generally have no commissions to agents.

Also, as previously mentioned, the Company reports two operating segments: the transportation logistics segment and the insurance segment. External revenue at the insurance segment, representing reinsurance premiums, has historically been relatively consistent on a year-over-year basis at less than 2% of consolidated revenue and generally corresponds directly with the number of trucks provided by BCO Independent Contractors. The discussion of indirect cost line items in Management's Discussion and Analysis of Financial Condition and Results of Operations considers the Company's costs on a consolidated basis rather than on a segment basis. Management believes this presentation format is the most appropriate to assist users of the financial statements in understanding the Company's business for the following reasons: (1) the insurance segment has no other operating costs; (2) discussion of insurance and claims at either segment without reference to the other may create confusion amongst investors and potential investors due to intercompany arrangements and specific deductible programs that affect comparability of financial results by segment between various fiscal periods but that have no effect on the Company from a consolidated reporting perspective; (3) selling, general and administrative costs of the insurance segment comprise less than 10% of consolidated selling, general and administrative costs and have historically been relatively consistent on a year-over-year basis; and (4) the insurance segment has no depreciation and amortization.

**TWENTY SIX WEEKS ENDED JUNE 25, 2016 COMPARED TO TWENTY SIX WEEKS ENDED JUNE 27, 2015**

Revenue for the 2016 twenty-six-week period was \$1,486,867,000, a decrease of \$143,896,000, or 9%, compared to the 2015 twenty-six-week period. Transportation revenue decreased \$145,453,000, or 9%. The decrease in transportation revenue was attributable to decreased revenue per load of approximately 10%, partially offset by a 1% increase in the number of loads hauled. Reinsurance premiums were \$23,095,000 and \$21,538,000 for the 2016 and 2015 twenty-six-week periods, respectively. The increase in revenue from reinsurance premiums was primarily attributable to the net increase in the number of BCO Independent Contractors in the 2016 twenty-six-week period compared to the 2015 twenty-six-week period.

Truck transportation revenue hauled by BCO Independent Contractors and Truck Brokerage Carriers (together, the third party truck capacity providers) for the 2016 twenty-six-week period was \$1,373,552,000, or 92% of total revenue, a decrease of \$144,517,000, or 10%, compared to the 2015 twenty-six-week period. Revenue per load on loads hauled by third party truck capacity providers decreased approximately 10% in the 2016 twenty-six-week period compared to the 2015 twenty-six-week period, while the number of loads hauled was approximately flat compared to the 2015 twenty-six-week period. The decrease in revenue per load on loads hauled via truck was primarily attributable to the impact of lower diesel fuel costs on loads hauled via Truck Brokerage Carriers, a somewhat softer freight environment as compared to the 2015 twenty-six-week period, which resulted in more readily available truck capacity, and a decrease in the number of loads hauled via heavy specialized equipment, which typically have a higher

revenue per load, as a percentage of total truck loads. The number of loads hauled via van equipment increased 2%, while the number of loads hauled via unsided/platform equipment

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decreased 5% in the 2016 twenty-six-week period compared to the 2015 twenty-six-week period. Demand for van transportation services utilizing Company provided van trailers, primarily relating to drop and hook services, drove the growth in the number of loads hauled via van trailing equipment during the period. The decrease in the number of loads hauled via unsided/platform equipment was entirely attributable to the impact of approximately 13,000 loads hauled in the 2015 twenty-six-week period related to a significant project for a single account in the automotive industry. That project was completed at the end of 2015. Excluding the impact of the project loads hauled during the 2015 period, the number of loads hauled via unsided/platform equipment increased 1% during the 2016 twenty-six-week period. Fuel surcharges billed to customers on revenue hauled by BCO Independent Contractors are excluded from revenue. Fuel surcharges on Truck Brokerage Carrier revenue identified separately in billings to customers and included as a component of Truck Brokerage Carrier revenue were \$23,707,000 and \$45,031,000 in the 2016 and 2015 twenty-six-week periods, respectively. It should be noted that many customers of truck brokerage services require a single all-in rate that does not separately identify fuel surcharge. Accordingly, the overall impact of changes in fuel prices on revenue and revenue per load on loads hauled via truck may be greater than that indicated.

Transportation revenue hauled by rail intermodal, air cargo and ocean cargo carriers (collectively, the multimode capacity providers ) for the twenty-six-week period ended June 25, 2016, was \$90,047,000, or 6% of total revenue, a decrease of \$885,000, or 1%, compared to the 2015 twenty-six-week period. The number of loads hauled by multimode capacity providers in the 2016 twenty-six-week period increased approximately 16% compared to the 2015 twenty-six-week period, while revenue per load on revenue hauled by multimode capacity providers decreased approximately 15% over the same period. The increase in loads hauled by multimode capacity providers was primarily due to increased rail intermodal loads, mostly attributable to increased loadings at one specific agency, and a 13% increase in loads hauled by air and ocean cargo carriers. The decrease in revenue per load on loads hauled by multimode capacity providers was due to the increase in rail intermodal loads as a percentage of multimode loads, as rail intermodal loads generally generate a lower revenue per load compared to loads hauled by ocean or air cargo carriers, and decreased revenue per load for all multimode modes. Also, revenue per load on revenue hauled by multimode capacity providers is influenced by many factors, including revenue mix among the various modes of transportation used, length of haul, complexity of freight, density of freight lanes, fuel costs and availability of capacity.

Purchased transportation was 76.0% and 76.9% of revenue in the 2016 and 2015 twenty-six-week periods, respectively. The decrease in purchased transportation as a percentage of revenue was primarily due to a decreased rate of purchased transportation paid to Truck Brokerage Carriers, primarily due to the impact of lower diesel fuel costs and more readily available capacity. Commissions to agents were 8.3% and 8.0% of revenue in the 2016 and 2015 twenty-six-week periods, respectively. The increase in commissions to agents as a percentage of revenue was primarily attributable to an increased net revenue margin on revenue hauled by Truck Brokerage Carriers.

Investment income was \$743,000 and \$693,000 in the 2016 and 2015 twenty-six-week periods, respectively.

Other operating costs decreased \$1,678,000 in the 2016 twenty-six-week period compared to the 2015 twenty-six-week period and represented 6.0% of gross profit in the 2016 period compared to 6.4% of gross profit in the 2015 period. The decrease in other operating costs compared to the prior year was primarily due to increased gains on sales of used trailing equipment and decreased trailing equipment rental costs, partially offset by increased trailing equipment maintenance costs, as the Company increased its number of owned trailers in response to customer demand, and an increased provision for contractor bad debt. The decrease in other operating costs as a percentage of gross profit was caused by the decrease in other operating costs, partially offset by the effect of decreased gross profit.

Insurance and claims increased \$3,199,000 in the 2016 twenty-six-week period compared to the 2015 twenty-six-week period and represented 13.0% of gross profit in the 2016 period compared to 11.0% of gross profit in

the 2015 period. The increase in insurance and claims compared to prior year was due to increased severity of current year claims in the 2016 period, partially offset by decreased net unfavorable development of prior years' claims in the 2016 period as unfavorable development of prior year claims was \$2,816,000 and \$5,474,000 in the 2016 and 2015 twenty-six-week periods, respectively. The increase in insurance and claims as a percent of gross profit was caused by the increase in insurance and claims costs related to the increased severity of current year claims in the 2016 period and the effect of decreased gross profit.

Selling, general and administrative costs decreased \$3,467,000 in the 2016 twenty-six-week period compared to the 2015 twenty-six-week period and represented 30.7% of gross profit in the 2016 period compared to 30.5% of gross profit in the 2015 period. The decrease in selling, general and administrative costs compared to prior year was attributable to decreased stock compensation expense, a decreased provision for customer bad debt and a decreased provision for bonuses under the Company's incentive compensation plan in the 2016 period. The increase in selling, general and administrative costs as a percent of gross profit was due primarily to the effect of decreased gross profit, partially offset by the decrease in selling, general and administrative costs.



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Depreciation and amortization increased \$3,025,000 in the 2016 twenty-six-week period compared to the 2015 twenty-six-week period and represented 7.3% of gross profit in the 2016 period compared to 5.7% of gross profit in the 2015 period. The increase in depreciation and amortization costs was due to depreciation on new trailing equipment as the Company increased its number of owned trailers in response to increased customer demand for the Company's drop and hook services using Company owned van trailers. The increase in depreciation and amortization as a percentage of gross profit was primarily due to the increased depreciation costs discussed above and the effect of decreased gross profit.

Interest and debt expense in the 2016 twenty-six-week period was \$283,000 higher than the 2015 twenty-six-week period. The increase in interest and debt expense was solely attributable to increased interest on capital lease obligations as the Company increased its number of owned trailers in response to customer demand.

The provisions for income taxes for both the 2016 and 2015 twenty-six-week periods were based on estimated annual effective income tax rates of approximately 38.2%, adjusted for discrete events, such as benefits resulting from disqualifying dispositions of the Company's common stock by employees who obtained the stock through exercises of incentive stock options. The effective income tax rates for the 2016 and 2015 twenty-six-week periods were 38.0% and 37.9%, respectively, which were higher than the statutory federal income tax rate primarily as a result of state taxes, the meals and entertainment exclusion and non-deductible stock compensation expense. The effective income tax rates in the 2016 and 2015 twenty-six-week periods were less than the 38.2% estimated annual effective income tax rate primarily due to disqualifying dispositions of the Company's common stock by employees who obtained the stock through exercises of incentive stock options in each period.

Net income was \$61,498,000, or \$1.45 per common share (\$1.45 per diluted share), in the 2016 twenty-six-week period. Net income was \$70,486,000, or \$1.59 per common share (\$1.59 per diluted share), in the 2015 twenty-six-week period.

**THIRTEEN WEEKS ENDED JUNE 25, 2016 COMPARED TO THIRTEEN WEEKS ENDED JUNE 27, 2015**

Revenue for the 2016 thirteen-week period was \$775,223,000, a decrease of \$93,160,000, or 11%, compared to the 2015 thirteen-week period. Transportation revenue decreased \$93,757,000, or 11%. The decrease in transportation revenue was primarily attributable to decreased revenue per load of approximately 9% and a 2% decrease in the number of loads hauled. Reinsurance premiums were \$11,551,000 and \$10,954,000 for the 2016 and 2015 thirteen-week periods, respectively. The increase in revenue from reinsurance premiums was primarily attributable to the net increase in the number of BCO Independent Contractors in the 2016 thirteen-week period compared to the 2015 thirteen-week period.

Truck transportation revenue hauled by third party truck capacity providers for the 2016 thirteen-week period was \$718,460,000, or 93% of total revenue, a decrease of \$90,740,000, or 11%, compared to the 2015 thirteen-week period. Revenue per load on loads hauled by third party truck capacity providers decreased approximately 9% in the 2016 thirteen-week period compared to the 2015 thirteen-week period and the number of loads hauled decreased approximately 2% compared to the 2015 thirteen-week period. The decrease in revenue per load on loads hauled via truck was primarily attributable to the impact of lower diesel fuel costs on loads hauled via Truck Brokerage Carriers and a somewhat softer freight environment as compared to the 2015 thirteen-week period, which resulted in more readily available truck capacity. The decrease in the number of loads hauled via truck of 2% was entirely attributable to a 9% decrease in the number of loads hauled via unsided/platform equipment. The decrease in the number of loads hauled via unsided/platform equipment of 9% was due to the impact of approximately 13,000 loads hauled in the 2015 thirteen-week period related to a significant project for a single account in the automotive industry. Excluding the impact of the project loads hauled during the 2015 period, the number of loads hauled via truck increased 1% during

the 2016 thirteen-week period, primarily driven by increased demand for drop and hook services, particularly those utilizing the Company's van trailers. Fuel surcharges on Truck Brokerage Carrier revenue identified separately in billings to customers and included as a component of Truck Brokerage Carrier revenue were \$11,719,000 and \$22,048,000 in the 2016 and 2015 thirteen-week periods, respectively.

Transportation revenue hauled by multimode capacity providers for the thirteen-week period ended June 25, 2016, was \$45,131,000, or 6% of total revenue, a decrease of \$2,988,000, or 6%, compared to the 2015 thirteen-week period. The number of loads hauled by multimode capacity providers in the 2016 thirteen-week period increased approximately 11% compared to the 2015 thirteen-week period, while revenue per load on revenue hauled by multimode capacity providers decreased approximately 15% over the same period. The increase in loads hauled by multimode capacity providers was primarily due to increased rail intermodal loads primarily attributable to increased loadings at one specific agency. Revenue per load on loads hauled by multimode capacity providers decreased for all modes, including rail intermodal, air and ocean. Revenue per load on revenue hauled by multimode capacity providers is influenced by many factors, including revenue mix among the various modes of transportation used, length of haul, complexity of freight, density of freight lanes, fuel costs and availability of capacity.

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Purchased transportation was 76.0% and 76.9% of revenue in the 2016 and 2015 thirteen-week periods, respectively. The decrease in purchased transportation as a percentage of revenue was primarily due to a decreased rate of purchased transportation paid to Truck Brokerage Carriers, primarily due to the impact of lower diesel fuel costs and more readily available truck capacity. Commissions to agents were 8.4% and 8.1% of revenue in the 2016 and 2015 thirteen-week periods, respectively. The increase in commissions to agents as a percentage of revenue was primarily attributable to an increased net revenue margin on revenue hauled by Truck Brokerage Carriers.

Investment income was \$363,000 and \$339,000 in the 2016 and 2015 thirteen-week periods, respectively.

Other operating costs decreased \$1,396,000 in the 2016 thirteen-week period compared to the 2015 thirteen-week period and represented 5.4% of gross profit in the 2016 period compared to 6.1% of gross profit in the 2015 period. The decrease in other operating costs compared to the prior year was primarily due to increased gains on sales of used trailing equipment and decreased trailing equipment rental costs. The decrease in other operating costs as a percentage of gross profit was caused by the decrease in other operating costs, partially offset by and the effect of decreased gross profit.

Insurance and claims increased \$3,782,000 in the 2016 thirteen-week period compared to the 2015 thirteen-week period and represented 13.3% of gross profit in the 2016 period compared to 9.4% of gross profit in the 2015 period. The increase in insurance and claims compared to prior year was due to increased severity of current year claims in the 2016 period, primarily as a result of a severe accident that occurred at the end of the second quarter. The increase in insurance and claims as a percent of gross profit was caused by the increase in insurance and claims costs related to the increased severity of current year claims in the 2016 period and the effect of decreased gross profit.

Selling, general and administrative costs decreased \$833,000 in the 2016 thirteen-week period compared to the 2015 thirteen-week period and represented 30.5% of gross profit in the 2016 period compared to 28.9% of gross profit in the 2015 period. The decrease in selling, general and administrative costs compared to prior year was attributable to a decreased provision for customer bad debt, a decreased provision for bonuses under the Company's incentive compensation plan and a decrease in stock compensation expense in the 2016 period, partially offset by costs associated with the Company's annual agent convention, which was held in the second quarter in 2016 versus the first quarter in 2015. The increase in selling, general and administrative costs as a percent of gross profit was due primarily to the effect of decreased gross profit, partially offset by the decrease in selling, general and administrative costs.

Depreciation and amortization increased \$1,606,000 in the 2016 thirteen-week period compared to the 2015 thirteen-week period and represented 7.2% of gross profit in the 2016 period compared to 5.4% of gross profit in the 2015 period. The increase in depreciation and amortization costs was due to depreciation on new trailing equipment as the Company increased its number of owned trailers in response to increased customer demand for the Company's drop and hook services using the Company's van trailers. The increase in depreciation and amortization as a percentage of gross profit was primarily due to the increased depreciation costs discussed above and the effect of decreased gross profit.

Interest and debt expense in the 2016 thirteen-week period was \$175,000 higher than the 2015 thirteen-week period. The increase in interest and debt expense was solely attributable to increased interest on capital lease obligations as the Company increased its number of owned trailers in response to customer demand for the Company's drop and hook services using Company owned van trailers.

The provisions for income taxes for both the 2016 and 2015 thirteen-week periods were based on estimated annual effective income tax rates of approximately 38.2%, adjusted for discrete events, such as benefits resulting from disqualifying dispositions of the Company's common stock by employees who obtained the stock through exercises of

incentive stock options. The effective income tax rates for the 2016 and 2015 thirteen-week periods were 38.1% and 38.0%, respectively, which were higher than the statutory federal income tax rate primarily as a result of state taxes, the meals and entertainment exclusion and non-deductible stock compensation expense. The effective income tax rates in the 2016 and 2015 thirteen-week periods were less than the 38.2% estimated annual effective income tax rate primarily due to disqualifying dispositions of the Company's common stock by employees who obtained the stock through exercises of incentive stock options in each period.

Net income was \$32,314,000, or \$0.77 per common share (\$0.76 per diluted share), in the 2016 thirteen-week period. Net income was \$40,471,000, or \$0.92 per common share (\$0.92 per diluted share), in the 2015 thirteen-week period.

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**Table of Contents****CAPITAL RESOURCES AND LIQUIDITY**

Working capital and the ratio of current assets to current liabilities were \$321,864,000 and 2.0 to 1, respectively, at June 25, 2016, compared with \$286,581,000 and 1.8 to 1, respectively, at December 26, 2015. Landstar has historically operated with current ratios within the range of 1.5 to 1 to 2.0 to 1. Cash provided by operating activities was \$105,135,000 in the 2016 twenty-six-week period compared with \$82,017,000 in the 2015 twenty-six-week period. The increase in cash flow provided by operating activities was primarily attributable to the timing of collections of trade receivables.

The Company declared and paid \$0.16 per share, or \$6,782,000 in the aggregate, in cash dividends during the twenty-six-week period ended June 25, 2016. The Company declared and paid \$0.14 per share, or \$6,186,000 in the aggregate, in cash dividends during the twenty-six-week period ended June 27, 2015 and, during such period, also paid \$44,794,000 of dividends payable which were declared during fiscal year 2014 and included in current liabilities in the consolidated balance sheet at December 27, 2014. During the twenty-six-week period ended June 25, 2016, the Company purchased 423,281 shares of its common stock at a total cost of \$26,485,000. As of June 25, 2016, the Company may purchase up to an additional 1,386,125 shares of its common stock under its authorized stock purchase program. Long-term debt, including current maturities, was \$118,933,000 at June 25, 2016, \$5,359,000 lower than at December 26, 2015.

Shareholders' equity was \$497,255,000, or 81% of total capitalization (defined as long-term debt including current maturities plus equity), at June 25, 2016, compared to \$466,237,000, or 79% of total capitalization, at December 26, 2015. The increase in equity was primarily a result of net income, partially offset by the purchases of shares of the Company's common stock and dividends declared by the Company in the 2016 twenty-six-week period.

On June 2, 2016, Landstar entered into a credit agreement with a syndicate of banks and JPMorgan Chase Bank, N.A., as administrative agent (the Credit Agreement). The Credit Agreement, which matures on June 2, 2021, provides \$250,000,000 of borrowing capacity in the form of a revolving credit facility, \$50,000,000 of which may be utilized in the form of letter of credit guarantees. The Credit Agreement includes an accordion feature providing for a possible increase up to an aggregate borrowing amount of \$400,000,000. The Company's prior credit agreement has been terminated.

The Credit Agreement contains a number of covenants that limit, among other things, the incurrence of additional indebtedness. The Company is required to, among other things, maintain a minimum Fixed Charge Coverage Ratio, as defined in the Credit Agreement, and maintain a Leverage Ratio, as defined in the Credit Agreement, below a specified maximum. The Credit Agreement provides for a restriction on cash dividends and other distributions to stockholders on the Company's capital stock to the extent there is a default under the Credit Agreement. In addition, the Credit Agreement under certain circumstances limits the amount of such cash dividends and other distributions to stockholders to the extent that, after giving effect to any payment made to effect such cash dividend or other distribution, the Leverage Ratio would exceed 2.5 to 1 on a pro forma basis as of the end of the Company's most recently completed fiscal quarter. The Credit Agreement provides for an event of default in the event that, among other things, a person or group acquires 35% or more of the outstanding capital stock of the Company or obtains power to elect a majority of the Company's directors or the directors cease to consist of a majority of Continuing Directors, as defined in the Credit Agreement. None of these covenants are presently considered by management to be materially restrictive to the Company's operations, capital resources or liquidity. The Company is currently in compliance with all of the debt covenants under the Credit Agreement.

At June 25, 2016, the Company had no borrowings outstanding and \$35,600,000 of letters of credit outstanding under the Credit Agreement. At June 25, 2016, there was \$214,400,000 available for future borrowings under the Credit

Agreement. In addition, the Company has \$61,110,000 in letters of credit outstanding as collateral for insurance claims that are secured by investments totaling \$67,900,000 at June 25, 2016. Investments, all of which are carried at fair value, include primarily investment-grade bonds and U.S. Treasury obligations having maturities of up to five years. Fair value of investments is based primarily on quoted market prices. See Notes to Consolidated Financial Statements included herein for further discussion on measurement of fair value of investments.

Historically, the Company has generated sufficient operating cash flow to meet its debt service requirements, fund continued growth, both organic and through acquisitions, complete or execute share purchases of its common stock under authorized share purchase programs, pay dividends and meet working capital needs. As an asset-light provider of integrated transportation management solutions, the Company's annual capital requirements for operating property are generally for trailing equipment and information technology hardware and software. In addition, a significant portion of the trailing equipment used by the Company is provided by third party capacity providers, thereby reducing the Company's capital requirements. During the 2016 twenty-six-week period, the Company purchased \$8,955,000 of operating property, including \$2,400,000 paid for a parcel of land in Laredo, Texas for the purposes of building a new freight staging and transload facility, and \$4,094,000 paid related to development of this parcel. Landstar also acquired \$3,776,000 of

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operating property relating to the development of the Laredo parcel for which the Company accrued a corresponding liability in accounts payable as of June 25, 2016. During the 2016 twenty-six-week period, the Company also acquired \$17,642,000 of trailing equipment by entering into capital leases. Landstar anticipates acquiring either by purchase or lease financing during the remainder of fiscal year 2016 approximately \$56,000,000 in operating property, consisting primarily of new trailing equipment to replace older trailing equipment, information technology equipment and approximately \$14,200,000 in additional capital requirements to complete the Laredo facility.

Management believes that cash flow from operations combined with the Company's borrowing capacity under the Credit Agreement will be adequate to meet Landstar's debt service requirements, fund continued growth, both internal and through acquisitions, pay dividends, complete the authorized share purchase program and meet working capital needs.

## **LEGAL MATTERS**

The Company is involved in certain claims and pending litigation arising from the normal conduct of business. Many of these claims are covered in whole or in part by insurance. Based on knowledge of the facts and, in certain cases, opinions of outside counsel, management believes that adequate provisions have been made for probable losses with respect to the resolution of all such claims and pending litigation and that the ultimate outcome, after provisions therefor, will not have a material adverse effect on the financial condition of the Company, but could have a material effect on the results of operations in a given quarter or year.

## **CRITICAL ACCOUNTING POLICIES AND ESTIMATES**

The allowance for doubtful accounts for both trade and other receivables represents management's estimate of the amount of outstanding receivables that will not be collected. Historically, management's estimates for uncollectible receivables have been materially correct. Although management believes the amount of the allowance for both trade and other receivables at June 25, 2016 is appropriate, a prolonged period of low or no economic growth may adversely affect the collection of these receivables. In addition, liquidity concerns and/or unanticipated bankruptcy proceedings at any of the Company's larger customers in which the Company is carrying a significant receivable could result in an increase in the provision for uncollectible receivables and have a significant impact on the Company's results of operations in a given quarter or year. However, it is not expected that an uncollectible accounts receivable resulting from an individual customer would have a significant impact on the Company's financial condition. Conversely, a more robust economic environment or the recovery of a previously provided for uncollectible receivable from an individual customer may result in the realization of some portion of the estimated uncollectible receivables.

Landstar provides for the estimated costs of self-insured claims primarily on an actuarial basis. The amount recorded for the estimated liability for claims incurred is based upon the facts and circumstances known on the applicable balance sheet date. The ultimate resolution of these claims may be for an amount greater or less than the amount estimated by management. The Company continually revises its existing claim estimates as new or revised information becomes available on the status of each claim. Historically, the Company has experienced both favorable and unfavorable development of prior years' claims estimates. During the 2016 and 2015 twenty-six-week periods, insurance and claims costs included \$2,816,000 and \$5,474,000 of net unfavorable adjustments to prior years' claims estimates, respectively. The unfavorable development of prior years' claims in the 2015 fiscal period primarily related to a single claim for which the Company incurred a pre-tax charge of \$4,500,000. It is reasonably likely that the ultimate outcome of settling all outstanding claims will be more or less than the estimated claims reserve at June 25, 2016.

The Company utilizes certain income tax planning strategies to reduce its overall cost of income taxes. If the Company were to be subject to an audit, it is possible that certain strategies might be disallowed resulting in an increased liability for income taxes. Certain of these tax planning strategies result in a level of uncertainty as to whether the related tax positions taken by the Company would result in a recognizable benefit. The Company has provided for its estimated exposure attributable to such tax positions due to the corresponding level of uncertainty with respect to the amount of income tax benefit that may ultimately be realized. Management believes that the provision for liabilities resulting from the uncertainty in certain income tax positions is appropriate. To date, the Company has not experienced an examination by governmental revenue authorities that would lead management to believe that the Company's past provisions for exposures related to the uncertainty of such income tax positions are not appropriate.

Significant variances from management's estimates for the amount of uncollectible receivables, the ultimate resolution of self-insured claims and the provision for uncertainty in income tax positions could each be expected to positively or negatively affect Landstar's earnings in a given quarter or year. However, management believes that the ultimate resolution of these items, given a range of reasonably likely outcomes, will not significantly affect the long-term financial condition of Landstar or its ability to fund its continuing operations.



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### EFFECTS OF INFLATION

Management does not believe inflation has had a material impact on the results of operations or financial condition of Landstar in the past five years. However, inflation in excess of historic trends might have an adverse effect on the Company's results of operations in the future.

### SEASONALITY

Landstar's operations are subject to seasonal trends common to the trucking industry. Results of operations for the quarter ending in March are typically lower than for the quarters ending June, September and December.

### Item 3. Quantitative and Qualitative Disclosures About Market Risk

The Company is exposed to changes in interest rates as a result of its financing activities, primarily its borrowings on its revolving credit facility, and investing activities with respect to investments held by the insurance segment.

On June 2, 2016, Landstar entered into a credit agreement with a syndicate of banks and JPMorgan Chase Bank, N.A., as administrative agent (the "Credit Agreement"). The Credit Agreement, which matures on June 2, 2021, provides \$250,000,000 of borrowing capacity in the form of a revolving credit facility, \$50,000,000 of which may be utilized in the form of letter of credit guarantees. The Credit Agreement includes an "accordion" feature providing for a possible increase up to an aggregate borrowing amount of \$400,000,000.

Depending upon the specific type of borrowing, borrowings under the Credit Agreement bear interest based on either (a) the prime rate, (b) the Federal Reserve Bank of New York rate plus 0.5% or (c) the London Interbank Offered Rate, plus 1.25%. As of June 25, 2016 and during the entire 2016 second quarter, the Company had no borrowings outstanding under the Credit Agreement. The Credit Agreement maturity date is June 2, 2021.

Long-term investments, all of which are available-for-sale and are carried at fair value, include primarily investment-grade bonds and U.S. Treasury obligations having maturities of up to five years. Assuming that the long-term portion of investments remains at \$47,874,000, the balance at June 25, 2016, a hypothetical increase or decrease in interest rates of 100 basis points would not have a material impact on future earnings on an annualized basis. Short-term investments consist of short-term investment-grade instruments and the current maturities of investment-grade corporate bonds and U.S. Treasury obligations. Accordingly, any future interest rate risk on these short-term investments would not be material to the Company's operating results.

Assets and liabilities of the Company's Canadian operations are translated from their functional currency to U.S. dollars using exchange rates in effect at the balance sheet date and revenue and expense accounts are translated at average monthly exchange rates during the period. Adjustments resulting from the translation process are included in accumulated other comprehensive income. Transactional gains and losses arising from receivable and payable balances, including intercompany balances, in the normal course of business that are denominated in a currency other than the functional currency of the operation are recorded in the statements of income when they occur. The assets held at the Company's Canadian subsidiary at June 25, 2016 were, as translated to U.S. dollars, approximately 1% of total consolidated assets. Accordingly, any translation gain or loss related to the Canadian operation would not be material.

### Item 4. Controls and Procedures

As of the end of the period covered by this quarterly report on Form 10-Q, an evaluation was carried out, under the supervision and with the participation of the Company's management, including the Chief Executive Officer ( CEO ) and Chief Financial Officer ( CFO ), of the effectiveness of the Company's disclosure controls and procedures (as defined in Rule 13a-15(e) promulgated under the Securities Exchange Act of 1934, as amended). Based on that evaluation, the CEO and CFO concluded that the Company's disclosure controls and procedures were effective as of June 25, 2016 to provide reasonable assurance that information required to be disclosed by the Company in reports that it filed or submitted under the Securities Exchange Act of 1934, as amended, is recorded, processed, summarized and reported within the time periods specified in Securities and Exchange Commission rules and forms.

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There were no significant changes in the Company's internal control over financial reporting during the Company's fiscal quarter ended June 25, 2016 that have materially affected, or are reasonably likely to materially affect, the Company's internal control over financial reporting.

In designing and evaluating controls and procedures, Company management recognizes that any disclosure controls and procedures, no matter how well designed and operated, can provide only reasonable assurance of achieving the desired control objectives, and management necessarily was required to apply its judgment in evaluating the cost-benefit relationship of possible controls and procedures. Because of the inherent limitation in any control system, no evaluation or implementation of a control system can provide complete assurance that all control issues and all possible instances of fraud have been or will be detected.

PART II

OTHER INFORMATION

Item 1. Legal Proceedings

The Company is involved in certain claims and pending litigation arising from the normal conduct of business. Many of these claims are covered in whole or in part by insurance. Based on knowledge of the facts and, in certain cases, opinions of outside counsel, management believes that adequate provisions have been made for probable losses with respect to the resolution of all such claims and pending litigation and that the ultimate outcome, after provisions therefor, will not have a material adverse effect on the financial condition of the Company, but could have a material effect on the results of operations in a given quarter or year.

Item 1A. Risk Factors

Except as set forth below, there have been no material changes to the Risk Factors described in Part I Item 1A. Risk Factors in the Company's Annual Report on Form 10-K for the fiscal year ended December 26, 2015 as filed with the SEC.

*Regulations focused on diesel emissions and other air quality matters.* Focus on diesel emissions, climate change and related air quality matters has led to efforts by federal, state and local governmental agencies to support legislation and regulations to limit the amount of carbon emissions, including emissions created by diesel engines utilized in tractors such as those operated by the Company's BCO Independent Contractors and Truck Brokerage Carriers. Moreover, federal, state and local governmental agencies may also focus on regulation in relation to trailing equipment specifications in an effort to achieve, among other things, lower carbon emissions. For example, under the federal Clean Air Act, the U.S. Environmental Protection Agency (EPA) is responsible for prescribing national ambient air quality standards (NAAQS) for certain air pollutants, and each state is responsible for implementing those standards within its borders. Specifically, each state must adopt, and submit for the EPA's approval, a state implementation plan (SIP) that provides for the implementation, maintenance, and enforcement of the NAAQS. In connection with its efforts to comply with the NAAQS, the California Air Resources Board (CARB) has implemented regulations that restrict the ability of certain tractors and trailers from operating in California and that impose emission standards on nearly all diesel-fueled trucks with gross vehicle weight ratings in excess of 14,000 lbs. that operate in California. In 2012, the EPA formally approved certain CARB regulations as part of California's SIP, including CARB's Regulation to Reduce Emissions of Diesel Particulate Matter, Oxides of Nitrogen and Other Criteria Pollutants from In-Use Heavy-Duty Diesel-Fueled Vehicles (commonly referred to as the Truck and Bus Regulation) and Regulation to

Reduce Emissions of Diesel Particulate Matter, Oxides of Nitrogen and Other Criteria Pollutants from In-Use Heavy-Duty Diesel-Fueled Drayage Trucks (commonly referred to as the Drayage Truck Regulation ). The EPA thereafter received express authorization to enforce California's SIP, including the Truck and Bus Regulation and the Drayage Truck Regulation.

In June 2016, Landstar Ranger, Inc. received an information request from the EPA to determine the Clean Air Act compliance status of Landstar Ranger, Inc. with respect to the Truck and Bus Regulation and the Drayage Truck Regulation in the state of California. The timing and outcome of the review by the EPA and any subsequent action by the EPA, if any, cannot be predicted. The Company may incur significant legal and other professional fees in connection with the EPA's review. If the Company is found to be in noncompliance with CARB regulations, the EPA and CARB may seek to impose significant fines and penalties, or injunctive relief, on the Company. Further, the Company currently is in a multi-year process of replacing its entire fleet of van trailing equipment to maintain CARB-compliant trailer operations. Moreover, no assurances can be given with respect to the extent BCO Independent Contractors will choose to become CARB-compliant by purchasing a new or used CARB-compliant tractor, replacing the engine in their existing tractor with a CARB-compliant engine or performing an exhaust retrofit of their existing tractor by installing a particulate matter filter. Accordingly, many of the Company's BCO Independent Contractors may choose not to haul loads that would require travel within California, which could affect the

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ability of the Company to service customer freight needs for freight originating from, delivering to or traveling through California. Furthermore, increased regulation of tractor or trailing equipment specifications, including emissions created by diesel engines, could create substantial costs for the Company's third party capacity providers and, in turn, increase the cost of purchased transportation to the Company. An increase in the costs to purchase, lease or maintain tractor or trailing equipment or in purchased transportation cost caused by existing or new regulations without a corresponding increase in price to the customer could adversely affect Landstar, including its results of operations and financial condition.

*Disruptions or failures in the Company's computer systems; cyber and other information security incidents.* The Company's information technology systems used in connection with its operations are located in Jacksonville, Florida and to a lesser extent in Rockford, Illinois. In addition, the Company utilizes several third party data centers throughout the U.S. Landstar relies in the regular course of its business on the proper operation of its information technology systems to link its extensive network of customers, agents and third party capacity providers, including its BCO Independent Contractors. Although the Company has redundant systems for its critical operations, any significant disruption or failure of its technology systems or those of third party data centers on which it relies could significantly disrupt the Company's operations and impose significant costs on the Company. Moreover, it is critical that the data processed by or stored in the Company's information technology systems or otherwise in the Company's possession remain confidential, as it often includes confidential, proprietary and/or competitively sensitive information regarding our customers, agents and third party capacity providers, employee records and key financial and operational results and statistics. Cyber incidents that impact the security, availability, reliability, speed, accuracy or other proper functioning of these systems and data, including outages, computer viruses, break-ins and similar disruptions, could have a significant impact on our operations. Accordingly, information security and the continued development and enhancement of the controls and processes designed to protect our systems, computers, software, data and networks from attack, damage or unauthorized access remain a priority for us. Although we believe that we have robust security procedures and other safeguards in place, as threats continue to evolve, we may be required to expend additional resources to continue to enhance our information security measures and/or to investigate and remediate any security vulnerabilities. For example, in the first quarter of 2016, we were subject to spear-phishing attacks through which third parties were able to obtain personal employee data. We have undertaken a number of remedial measures in response, including enhancing our security systems and additional training for our employees. Additional incidents may occur in the future and may have a material adverse effect on our business and operations. A significant incident, including system failure, security breach, disruption by malware, or other damage, could interrupt or delay our operations, damage our reputation, cause a loss of customers, agents or third party capacity providers, expose us to a risk of loss or litigation, and/or cause us to incur significant time and expense to remedy such an event, any of which could have a material adverse impact on our results of operations and financial condition.

For a discussion identifying additional risk factors and other important factors that could cause actual results to differ materially from those anticipated, see the discussions under Part I, Item 1A, "Risk Factors" in the Company's Annual Report on Form 10-K for the fiscal year ended December 26, 2015, and in "Management's Discussion and Analysis of Financial Condition and Results of Operations" and "Notes to Consolidated Financial Statements" in this Quarterly Report on Form 10-Q.

**Item 2. Unregistered Sales of Equity Securities and Use of Proceeds**  
**Purchases of Equity Securities by the Company**

The following table provides information regarding the Company's purchase of its common stock during the period from March 27, 2016 to June 25, 2016, the Company's second fiscal quarter:

| Fiscal Period                 | Total Number of<br>Shares Purchased | Average<br>Price<br>Paid Per Share | Total Number of Shares<br>Purchased as Part of<br>Publicly Announced<br>Programs | Maximum Number of<br>Shares That May Yet Be<br>Purchased<br>Under the<br>Programs |
|-------------------------------|-------------------------------------|------------------------------------|--|---|
| March 26, 2016                |                                     |                                    |  | 1,634,406   |
| March 27 - April 23, 2016     |                                     | \$                                 |  | 1,634,406   |
| April 24, 2016 - May 21, 2016 | 199,944                             | 65.56                              | 199,944  | 1,434,462   |
| May 22, 2016 - June 25, 2016  | 48,337                              | 65.13                              | 48,337   | 1,386,125   |
| <b>Total</b>                  | <b>248,281</b>                      | <b>\$ 65.48</b>                    | <b>248,281</b>   |   |

On May 19, 2015, the Landstar System, Inc. Board of Directors authorized the Company to increase the number of shares of the Company's common stock that the Company is authorized to purchase from time to time in the open market and in privately negotiated

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transactions under a previously announced purchase program to 3,000,000 shares. As of June 25, 2016, the Company has authorization to purchase 1,386,125 shares of its common stock under this program. No specific expiration date has been assigned to the May 19, 2015 authorization.

**Dividends**

During the twenty-six-week period ended June 25, 2016, Landstar paid dividends as follows:

| <b>Dividend Amount<br/>per Share</b> | <b>Declaration<br/>Date</b> | <b>Record<br/>Date</b> | <b>Payment<br/>Date</b> |
|--------------------------------------|-----------------------------|------------------------|-------------------------|
| \$ 0.08                              | January 26, 2016            | February 15, 2016      | March 11, 2016          |
| \$ 0.08                              | April 19, 2016              | May 5, 2016            | May 27, 2016            |

On June 2, 2016, Landstar entered into a credit agreement with a syndicate of banks and JPMorgan Chase Bank, N.A., as administrative agent (the Credit Agreement). The Credit Agreement provides for a restriction on cash dividends and other distributions to stockholders on the Company's capital stock in the event there is a default under the Credit Agreement. In addition, the Credit Agreement, under certain circumstances, limits the amount of such cash dividends and other distributions to stockholders to the extent that, after giving effect to any payment made to effect such cash dividend or other distribution, the Leverage Ratio, as defined in the Credit Agreement, would exceed 2.5 to 1 on a pro forma basis as of the end of the Company's most recently completed fiscal quarter.

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.

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## EXHIBIT INDEX

Registrant's Commission File No.: 0-21238

| Exhibit No. | Description  |
|-------------|--|
| 10.1        | Credit Agreement, dated as of June 2, 2016, among Landstar System Holdings, Inc., the Company, the lenders named therein, and JPMorgan Chase Bank, N.A. as Administrative Agent (including exhibits and schedules thereto)(Incorporated by reference to Exhibit 99.1 to the Registrant's Form 8-K filed on June 6, 2016 (Commission File No. 0-21238)) |
| 10.2        | Landstar System, Inc. 2011 Equity Incentive Plan, as amended through December 2, 2015 (Incorporated by reference to Appendix B to the Registrant's Definitive Proxy Statement filed on April 5, 2016 (Commission File No. 0-21238))  |
| 10.3        | Landstar System, Inc. Amended and Restated Directors Stock Compensation Plan (Incorporated by reference to Appendix A to the Registrant's Definitive Proxy Statement filed on April 5, 2016 (Commission File No. 0-21238)).  |
| (31)        | Certifications Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.  |
| 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)        | Certifications Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.  |
| 32.1 **     | Chief Executive Officer certification pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.  |
| 32.2 **     | 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*    | XBRL Instance Document   |
| 101.SCH*    | XBRL Schema Document   |
| 101.CAL*    | XBRL Calculation Linkbase Document   |
| 101.LAB*    | XBRL Labels Linkbase Document  |
| 101.PRE*    | XBRL Presentation Linkbase Document  |
| 101.DEF*    | XBRL Definition Linkbase Document  |

\* Filed herewith

\*\* Furnished herewith



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SIGNATURES

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 thereunto duly authorized.

LANDSTAR SYSTEM, INC.

Date: July 29, 2016

/s/ James B. Gattoni  
James B. Gattoni  
President and Chief Executive Officer

Date: July 29, 2016

/s/ L. Kevin Stout  
L. Kevin Stout  
Vice President and Chief Financial Officer