

TRANSCRIPT: **RUSSELL S. STUBBS** **INTERVIEW**

Russell S. Stubbs · President and CEO of Frozen Food Express Inc.

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An interview with Mr. S. Russell Stubbs, President and CEO of Frozen Food Express Inc. Stubbs is a 1985 graduate from Texas A&M and an inducted member of the Tyrus R. Timm Honor Registry.

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Could you please introduce yourself and tell us a little about your career?

My name's Russell Stubbs. I'm graduated from A&M, Ag Economics in 1985. I'm the president, CEO of FFE transportation services, parent company of Frozen Food Express. We're a refrigerated trucking company. We recall foodstuff to grocery stores throughout the country. We have 12 locations located from the Northeast to the southwest part of the country, and we would deliver small shipments. We're the largest refrigerated LTL carrier in the country.

Could you tell us a little about your experiences at Texas A&M?

Well, when I came to A&M as a freshman in 1981, I was actually a business major. And my first class had more people in it than my entire high school. It was a little, little impersonal for me. I made it through a semester in business, and I really, really wasn't enjoying myself. My dad and granddad had both graduated from A&M, and I wanted to be here bad but love the school of the traditions, but I really, really didn't fit in or didn't feel like I was, I was accomplishing anything. And had a good visit with my dad over the summer, and he introduced me to Dr. Curtis Lard. I went and visited with him, and he talked me into coming over the College of Ag, and I really, really fit in that group, being from a small, rural town and fit in with all the people there and really enjoyed myself from then on.

Can you describe your early career?

Yeah, when I came out, I graduated in December of '85 and went to work for Frozen Food Express just about six weeks after I graduated. Went to the management training program and did pretty much every job in the company from, from changing tires to unloading trucks to dispatching the trucks to billing to the sales. And I think it's important to me to, to learn the company and to be able to find out what every position in every department handles in the company for my career. It's helped me a lot.

How were you able to manage time for family, work and other priorities throughout your career?

You know, that's a difficult thing to do in, in all businesses, I'm sure. The trucking business is 24/7. I worked probably every Saturday the first seven, seven or eight years of the company. I got married in 1989, and, and we had children. And that kind of became more difficult, working weekends and holidays and late. And fortunately, I was able to kind of move up through the company, and I didn't have to work as many swing shifts. Obviously with, with technology and being able to, to do emails at, at home and on the weekends that I was able to spend more time with my family, and I think it's very important. I coach both of my sons in Little League, football and baseball, and really enjoy doing that. And my wife I do a lot of things together now that we're empty nesters, and we, we have a great time.

In your opinion, what does it take to achieve success?

Well, hard work. I'm sure everybody says that, but that's, that's the key. And you have to really, really dig into whatever company or business you're in and can be able to, to understand the business and be able to sell I think is very important to be able to talk to your customers understand what their needs are and, and be able to provide those needs. Don't, don't over promise, under-promise over-deliver, don't go out and, and try to be something that you're not. Understand what you're good at and sell that hard and perform, and then do what you say you're going to do.

What advice do you have for students of Agricultural Economics?

Well I think, you know, as you're looking for a career, obviously you need to find something that you enjoy doing. Jobs are always inevitable when you come out of school, and sometimes you really don't know what you're going to enjoy until you do it for a while. You know, being in a classroom and learning about things is very important, but, but you don't understand what business is until you're out in the world. And if you get into something that, that, you know, you don't really like, and, you know, you shouldn't stay there, you should look for something else. And I think to be successful you have to be passionate about what you do, and you have to enjoy what you do.

What are your thoughts on being selected to the Tyrus R. Timm Honor Registry?

Very honored. My dad was honored about six or seven years ago. And we, we came down, my, my oldest son was actually a, in the Ag Department at the time. And so, it was pretty neat deal. We surprised him, brought him down here and found out that night that my grandfather was actually a Mr. Timm's roommate when he was in school. So that was a pretty neat deal. So I'm very honored.

Is there anything else you would like to add?

Well like I just – I'm very grateful to be able to have grown up an Aggie with my grandfather and dad and be able to come to school here. My brother and sister have both gone to school here. I've got four or five brother-in-law's and sister-in-law's that have gone to school here. My son just graduated, and I've got a nephew that's in school now. And it's been, it's been great to be associated with this wonderful school and the wonderful people in it. I'll always remember that and cherish that.

Thanks for watching!

Mr. Russell Stubbs | Transcript
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