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

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**FORM 8-K**

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**CURRENT REPORT**  
**Pursuant to Section 13 or 15(d)**  
**of the Securities Exchange Act of 1934**

**Date of Report (Date of earliest event reported): December 20, 2023**

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**C.H. ROBINSON WORLDWIDE, INC.**  
(Exact name of registrant as specified in its charter)

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**Delaware**  
(State or other jurisdiction  
of incorporation)

**000-23189**  
(Commission  
File Number)

**41-1883630**  
(IRS Employer  
Identification No)

**14701 Charlson Road**  
**Eden Prairie, Minnesota 55347**  
(Address of principal executive offices and zip code)

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

**Not applicable**  
(Former name or former address, if changed from last report.)

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

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Common Stock, par value \$0.10 per share	CHRW	Nasdaq Global Select Market

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§ 230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§ 240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

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**Item 5.02      Departure of Directors or Certain Officers; Election of Directors; Appointment of Certain Officers; Compensatory Arrangements of Certain Officers.**

On December 21, 2023, C.H. Robinson Worldwide, Inc. (the “Company”) announced that Michael P. Zechmeister will be departing from his position as Chief Financial Officer of the Company. Mr. Zechmeister will remain with the Company until a successor is appointed or no later than May 31, 2024, at which time Mr. Zechmeister plans to retire. The Company has commenced a search for a successor chief financial officer.

The Talent & Compensation Committee of the Board of Directors approved the payment to Mr. Zechmeister of severance benefits in accordance with the terms of the Company’s Executive Separation and Change in Control Plan and Summary Plan Description in connection with his separation. In addition, Mr. Zechmeister will be entitled to a prorated payout of his target annual cash incentive opportunity for fiscal 2024 (which will be the same as his target opportunity for 2023).

A copy of the press release announcing this transition is filed as Exhibit 99.1 hereto.

**Item 9.01      Financial Statements and Exhibits.**

(d) Exhibits.

**EXHIBIT  
NUMBER**

99.1            [Press Release dated December 21, 2023.](#)

104            The cover page from the Current Report on Form 8-K formatted in Inline XBRL.

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**SIGNATURE**

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

C.H. ROBINSON WORLDWIDE, INC.

Dated: December 21, 2023

By: /s/ Ben G. Campbell

Ben G. Campbell

Chief Legal Officer and Secretary

**C.H. ROBINSON****C.H. Robinson Announces Chief Financial Officer Transition**

**EDEN PRAIRIE, MINNESOTA, December 21, 2023** – C.H. Robinson Worldwide, Inc. (“C.H. Robinson”) (Nasdaq: CHRW) today announced that Mike Zechmeister will be departing from his position as Chief Financial Officer. The company has commenced a formal search for his successor, and Zechmeister will remain with the company until a successor is named or no later than May 31, 2024, at which time Zechmeister plans to retire.

“We greatly appreciate Mike’s dedication and contributions to Robinson over the past four years to ensure the company’s continued success,” said Dave Bozeman, President and Chief Executive Officer. “During his tenure as CFO, Mike built a strong Finance organization that will continue to serve Robinson well. I am also personally grateful for Mike’s support, partnership and counsel as I stepped into this role this summer. We thank Mike for his leadership and wish him the best in his next chapter.”

“I’m extremely proud of both the Finance team and the Finance leadership team for all that has been accomplished during our time together,” Zechmeister said. “I’m honored to have served on the Senior Leadership Team at Robinson through an unprecedented period of change, which also included the top two years of financial performance in company history and over \$3 billion of capital returned to shareholders. I am grateful for the opportunity to work with such a terrific team, and I look forward to spending more time with family and on other endeavors.”

**About C.H. Robinson**

C.H. Robinson solves logistics problems for companies across the globe and across industries, from the simple to the most complex. With \$30 billion in freight under management and 20 million shipments annually, we are one of the world’s largest logistics platforms. Our global suite of services accelerates trade to seamlessly deliver the products and goods that drive the world’s economy. With the combination of our multimodal transportation management system and expertise, we use our information advantage to deliver smarter solutions for our 100,000 customers and 450,000 contract carriers on our platform. Our technology is built by and for supply chain experts to bring faster, more meaningful improvements to our customers’ businesses. As a responsible global citizen, we are also proud to contribute millions of dollars to support causes that matter to our company, our Foundation and our employees. For more information, visit us at [www.chrobinson.com](http://www.chrobinson.com). (Nasdaq: CHRW)

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Source: C.H. Robinson

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