



Recruitment and Retention Human Resources Committee

CHAIRMAN: Mike Bash, Vice President, Britton Transport
TCA STAFF LIAISON: Jim Schoonover, Shana Gipson

Minutes

MEETING DATE: Sunday, March 20, 2022
TIME: 11:00 A.M. – 12:00 P.M.
PLACE: Mouton 2, Wynn Las Vegas
Las Vegas, Nevada

I. Call to Order

Mylene Abrego of DriverFacts called the meeting to order as the Proxy Authority residing over the division meeting given the absence of Chairman Mike Bash and the prior resignation of Geoff Topping. Mylene welcomed new members, 1st-time attendees, and visitors. After calling the meeting to order, the antitrust guidelines were shared and a motion was made by George Fieser for the guidelines to be adhered to for the meeting. There was a second by Kim Richardson. A vote was taken and unanimously approved the adherence to the Antitrust Guidelines

II. Approval of Prior Meeting Minutes

Request for a motion was made to accept the prior minutes. A motion was made by George Fieser seconded by Kim Richardson. The vote to accept prior minutes was approved by the committee.

III. Old Business

- Review of member benefit initiatives and progress to date:
Mylene introduced the educational offerings made available to TCA members to include webinars, distance learning, then asked Shana Gipson, TCA's 'Director of Education to share insights regarding TCA webinar offerings. Shana shared that count of TCA has delivered 14 webinars since October of 2021 covering topics of recruitment and retention, safety, technology, business valuation, maintenance and parts strategies, supply chain issues, and mitigating risk for an insurance and safety perspective. These TCA webinars has yielded more than 4700 registrants and each of these registrants is given access to view the content on demand should they miss the live event. Additionally, TCA promotes the content as a member benefit at no charge to its members and recruits new members from our registration and attendee rosters. Shana promoted the carrier involvement and asked that any party interested in sponsoring a webinar or providing educational content for a webinar contact her at TCA headquarters in Alexandria, VA.

Jim Schoonover then reviewed the four certificate program offerings available through TCA. He began by sharing that the programs have been integrated to TCA membership as a benefit and no longer require a registration fee or course fee. He also shared they are open to all member carrier employees for no fee.

The certificate program and their required hours are as follows:

- Certificate of Fleet Management: 3 CE Credits
- Recruitment Certificate: 23 CE Credits
- Retention Certificate: 52 CE Credits
- Human Resources Certificate: Requires completion of the Recruitment Certificate and Retention Certificate in addition to the required hours for Human Resources. Total Hours are 141

- **Apprentice program updates**

Mylene Abrego transitioned to the speaking component of the committee meeting by asking Jim Schoonover to Introduce Dave Harrison.

Mr. Dave Harrison is the Executive Director for Workforce Development, Government Programs and Military Employment Issues with FASTPORT, Inc.

TCA was recognized as an official sponsor and partnered with FASTPORT as an intermediary for the 90- Day trucking Apprenticeship program just prior to the meeting and Dave presented the program and how carriers could get involved. He shared the application process for carriers and the benefit of a significant time reduction for carrier approval. He also shared the details of reporting and the administrative support provided by FASTPORT. Dave addressed the need for drivers nationwide and this opportunity to have broader reach allowing drivers to earn as they learn. In closing he encouraged all carriers considering an apprenticeship to register.

No executive session was required.

A motion to adjourn was made by Kim Richardson and seconded by Marilyn Surber.
Committee Adjourned

Attendees:

Rebecca Anderson, TCSI Transland
Ed Burns, Burns Logistics
Tony Mendoza, Nortia Logistics
Trevor Kurtz, Brian Kurtz Trucking
Glynn Spangenburg, Locomation, Inc.
Konor Swedberg, Double Diamond Transport, Inc.
Greg Dubuque, Liberty Linehaul, Inc.
Yousef Akil, Matt Express, Inc.
Brianna Hook, DriverReach
Benton Landers, Driver Reach
Lacy Schugel, J&R Schugel Trucking, Inc.
Michael Frolick, Transpro
Jewel Jones, Lehigh Trucking
Alex Zuhlke, Avalon Risk Management
Deidre Hudson, Avalon Risk Management
Jeff Barga, Classic Carriers, Inc.
Grant Lemmen, Test Drive
Travis Baskin, KeepTruckin
Jeff Reeves, Fortune Transportation Company, Inc.
Brent Falgione, Greater Omaha Express, LLC
Mark Tuchmann, TIP National, LLC.
Dirk Kuper, TruckRight
Laura Gates, TCSI Transland
Mark Walker, TCSI Transland
Lucas Subler, Classic Carriers, Inc.
Lane Kidd, The Trucking Alliance
Bryan Stefan, ISAAC
Ron Young
Dafne Palomino, FVDRC
Matt Richardson, KRTS Transportation Specialists, Inc.
Megan Wells, Veriha Trucking, Inc.
Meredith Priestly, Cargo Transporters, Inc.
Steve Sichterman, Conversion Interactive Agency
Deen Albert, Grand Island Express, Inc.
Jim Pirnie, Grand Island Express, Inc.
Jackie McManus, KJ Media
Daniel Patterson, Western Express
Michael Bartels, Becker, LLC.
Lori Widly, DriverFacts, Inc.
Dave Widly, DriverFacts, Inc.
Jeff Davis, Hudson Insurance
Chad Norris, Howell's Motor Freight
Greg Nichols, Atlantic HR Solutions
Lane Williams, Fusion Now
Crystal Hill, Fusion Now
Jake Pollock, Fusion Now
Brad Bentley, FASTPORT

Ken Stabler, Ken Stabler Trucking, LLC
Derick Singleton, Ken Stabler Trucking, LLC
Gene Nelson, Troops into Transportation
Clayton Brown, Prime, Inc.
Stephan Hatfield, Workhound
Kim Richardson, KRTS Transportation Specialists, Inc.
Jim Ward, D.M. Bowman
Joe Weaver, Three Points Insurance Group
Rick Schugel, J&R Schugel Trucking, Inc.
Chris Tielens, Wel Companies, Inc.
Rick St. Paul, Wel Companies, Inc.
Dean Newell, Maverick USA, Inc.
John Culp, Maverick USA, Inc.