



2023 Fall Meeting
October 4th – 6th
The Hotel Intercontinental
New Orleans

Event Sponsors:



Wednesday October 4th

- 4:00PM – 5:30PM Board of Directors Meeting | [The Bywater Room](#)
 - Board Members Only
- 6:30PM – 8:30PM Reception w/ appetizers, and open Bar .
 - All paid attendees and guests are welcome! | [The Marigny Room](#)
 - Sponsored by: 

Thursday October 5^h

- 7:00AM – 8:30AM Full breakfast for Attendees | The Tremé Room



General Session 8:00AM – 12:00PM

8:00AM – 8:45AM Dan Horvath | Vice President, Safety Policy | American Trucking Associations



ATA Safety, Regulatory, and Advocacy Update

Dan Horvath, ATA's Vice President of Safety Policy will provide a safety, regulatory, and advocacy update covering the latest safety and regulatory topics from the U.S. D.O.T. Dan will cover the latest regulatory topics, including, the new Automatic Emergency Braking proposal, DOT's Safety Fitness Procedures Rulemaking, and what we may see as we round out 2023.

9:00AM – 9:45AM Nancy Delogu | Shareholder | Littler Mendelson



Critical Developments in Labor and Employment Law

- Impact of recent Supreme Court cases
- The latest on planning layoffs and RIFs
- Developments in Third-Party Liability
- State Law Update: New Jersey and Illinois Temporary Worker Laws

9:45AM – 10:00AM | Break

10:15AM – 11:00AM Dr. Todd Simo | Vice President Business Development | HireRight



Dr. Simo served as HireRight's medical director starting in 2009 and was promoted to chief medical officer in 2015. In addition to maintaining his role as CMO, Dr. Simo was also appointed to the role of Vice President of Business Development for HireRight's transportation and drug & health screening business in 2018.

Dr. Simo came to HireRight with a decade of experience in the medical consulting arena. Before that he was the medical director for an occupational health clinic in Virginia and owned a consulting firm providing medical director services to employers across the United States. In that capacity, he established multiple customer-specific health and drug screening services.

Dr. Simo completed his medical training at the University of Minnesota and served as a Naval Medical Officer until 1998. He is a board-certified medical review officer with vast experience and training in family, occupational and addiction medicine. Along with his clinical experience, Dr. Simo was a clinical investigator for three pharmaceutical companies and has served on multiple speaker bureaus.

- Implementing an oral fluid drug testing as your specimen for both your DOT and non-DOT drug free workplace program
 - Testing for THC: Where, What, Why?
 - Making your FMCSA exam program “bullet proof”
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11:15AM – 12:00PM | Charles Gracey President of Hot Seat Services and host of Sense Per Mile podcast.



Charles Gracey is an industry expert in recruiting the next generation of drivers. With a background as a truck driver, recruiter and as an executive, Charles incorporates his real-world knowledge to advocate, communicate, and market to today's driver pool. Charles helps recruiters and carriers communicate their company culture to connect with drivers. Hot Seat Services ensures results by emphasizing the importance of speed in hiring and retention practices.

The Recruiting Funnel

“Driving The Driver Experience”

- Speed to Lead
- Staying In touch
- Keeping them Engaged

(Areas Of Improvement)

- Maintaining engagement
- Know your Stuff!
- Know How your Offer Stacks Up
- Audit your efforts!
- Know where you Win!

“Speed To Hire”

- From recruiting to processing through travel
- Human Element introduction
- Ways to improve!

Friday October 6^h

7:30AM till 8:30AM Full continental breakfast | Tremé Room



General Session 8:00AM – 12:00PM

8:00AM – 8:15AM Business Meeting

8:15AM – 9:00AM Renee Amar | Executive Director for the Louisiana Motor Transport Association



Renee Amar is executive director for the Louisiana Motor Transport Association. As the state's premier voice for trucking, LMTA represents the interests of the trucking industry at the state and nation's capital, as well as with state and federal agencies. She is also executive director for LMTA's Foundation, which focuses on education and research specific to the industry. She manages TruckPAC, the association's political action committee that supports pro-trucking industry candidates and she is the Program Director for the Louisiana Trucking Education and Research Council. She serves on numerous boards representing the interests of the trucking industry.

Previously she served as vice president for policy and government affairs for the Pelican Institute for Public Policy where she created and managed the government affairs department for the Institute. She

oversaw the legislative strategy and major public policy projects for the institute. Before Pelican, she served as director of LABI's Small Business and Healthcare Councils and deputy director of Political Action. Amar also fundraised for LABI's four PACs—NORTH PAC, EAST PAC, SOUTH PAC and WEST PAC – recruited candidates for office, and developed endorsements. Prior to joining LABI in November 2013, Amar spent eight years identifying and building relationships with legislators who work diligently to protect small business as the state director for the National Federation of Independent Business. She also worked for the Louisiana Hospital Association for four years in the governmental affairs department. Over the years, she has served on numerous boards and commissions representing various member interests.

She holds a bachelor's degree from Southeastern Louisiana University and pursued her master's degree at Louisiana State University. She volunteers in various capacities for her church, St. James Episcopal Church and volunteers her time with various animal welfare organizations. She lives in Baton Rouge with her husband Randy and their dogs Maggie, Winston, and Reba. She is also a proud mom of three children, Damon, Brandt, and Chloe.

- Facts-Contribution to the economy and taxes
- Workforce-Lack of Women
- Workforce-Generational Issues
- Workforce-Federal Issues, SAFE Drive Act
- Insurance Issues-Problems with Cost and Availability
- Insurance Issues-Solutions to the Problems
- Tolling Impact on Truckers
- Solution to Funding Infrastructure

9:15 – 10:00AM Leah Shaver | President and CEO of The National Transportation Institute (NTI)



Leah Shaver, President & CEO of The National Transportation Institute (NTI), is the industry's leading expert on professional driver pay trends, compensation strategies, building recruiting and retention programs for long-term success, and developing the driver candidate pool. Surveying prominent motor carriers and private fleets on a rolling basis, NTI tracks nearly 200 attributes of driver compensation and monitors changes by quarter, trailer type, geography, labor level, location, and more. Leveraging NTI's

data and her nearly 22 years of experience as a recruiting and HR leader in trucking, Leah works with motor carriers and private fleets of all shapes and sizes to develop compensation strategies and effective recruiting and retention programs. Leah is also active in the driver community as a host on SiriusXM's Road Dog Trucking Radio. In addition to owning and operating NTI and contributing on-air at SiriusXM, Leah serves on the Board of Directors of The Next Generation in Trucking Association, is an advisor to the Board of multiple premier trucking companies and donates time and resources to charitable organizations that support wellbeing of professional truck drivers. She also served three terms on the Board of Directors of The Women in Trucking Association, from 2016 to 2022. Before joining NTI in 2015, Leah spent 14 years in leadership positions in recruiting and HR at a national multi-platform truckload carrier.

- An overview of the dynamics in the macro labor market and the current trends impacting driver supply
- Why it's critical fleets understand these trends and work to navigate them.
- Factors currently influencing driver wages now and in the coming quarters
- How fleets can make their jobs attractive to younger generations and women
- Best practices for fleets to effectively recruit and retain personnel amidst a changing economy and labor market.

10:00AM – 10:15AM Break

10:15AM – 11:00AM Jim Paretti| Littler Mendelson



Jim Paretti is a shareholder in Littler Mendelson's Workplace Policy Institute, and an experienced management-side employment and labor relations attorney with in-depth political and policy knowledge of labor and employment law, regulations, and legislation. Jim has over two decades of experience working with federal legislators and policymakers, including former Speaker of the U.S. House of Representatives, Chairmen of the U.S. House Committee on Education and the Workforce, and senior level administration officials. Immediately prior to joining Littler, Jim was chief of staff and senior counsel to the acting chair of the Equal Employment Opportunity Commission.

What You Need to Know from Washington DC

- National Labor Relations Board Still Fast and Furious
- FTC and Proposed Non-Compete Ban
- SpeakOut Act
- Pregnant Workers Fairness Act
- Artificial Intelligence in Hiring and Beyond

11:00AM – 11:45AM Jeremy Reymer | DriverReach & VOE+



As Founder of DriverReach, Jeremy Reymer is innovative and passionate about addressing today's challenges with recruiting and retaining CDL drivers. Reymer brings 20 years of experience in the trucking industry as both a carrier and a vendor, having led a small truckload operation as well as a regional CDL driver staffing company. In 2016, Reymer founded DriverReach, a modern driver recruiting and compliance management solution to address the technological deficiency in this area.

Reymer hosts a popular weekly podcast, *Taking the Hire Road*, which features interviews with industry experts and thought leaders who bring their insight to the driver lifecycle as they discuss the industry's greatest challenges: driver recruiting and retention.

As a member of ATA's Workforce Development Committee and a founding executive board member of the Next Generation in Trucking Association, Reymer is devoted to finding solutions for the most critical issues in the industry. He also serves on the board of the Indiana Motor Truck Association. Reymer is a popular featured speaker at conferences and guest at industry media events.

The employment verification response process can be time-consuming and administratively burdensome for trucking carriers and staffing companies. In this session, we will discuss essential tips to be as efficient as possible with both the requesting and responding side of the employment verification process to hire drivers faster and limit administrative redundancy.

Today's topics:

- How to streamline your employment verification process to store & document, as well as limit administrative manual work with your applicant tracking system (ATS) for your incoming drivers.
 - How to efficiently ensure other carriers know where to go to get employment verification from your organization to limit individual requests.
 - Responding methods for your current and previous drivers' employment verification records.
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Thank you for attending!

Be sure to follow DECA on social media!

