

utah trucking



**UTA APPOINTS STACEY BETTRIDGE AS PRESIDENT
AND RECOGNIZES NEW BOARD MEMBERS**

SUTA SCHOLARSHIP APPLICANTS AWARDED

DRIVER MISCLASSIFICATION
Are Owner-Operator's Employees
or Independent Contractors?



FALL 2018

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| Ronnie Johnson Mountain West Truck Center |

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| 2002-2004 |
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UTA Scholarships



A portrait of Rick Clasby, a middle-aged man with grey hair, wearing a dark suit, white shirt, and a patterned tie. He is looking directly at the camera with a slight smile.

DEAR FRIENDS,

As is always the case when I contemplate what my magazine message might be, I feel a strong sense of gratitude and appreciation. During the past month or so I have been engaged in a bathroom remodel project. Our shower sprung a leak that had to be addressed. In pondering options, we considered just repairing the immediate problem but then wondered if this might be an opportunity. Since I needed to tear into the walls anyway, why not update the whole bathroom. As one thing lead to another, this project turned into a total overhaul of the bathroom and master bedroom. For me demolition has never been a problem, however, some of the more intricate details required me to reach out for help. Fortunately, I have a son in the construction business and he has been a tremendous support. But even with his assistance we ran into certain aspects where neither of us had experience. Much like our association culture, between the two of us we have been able to phone or text friends for coaching.

Being an after work and weekend project, our home is in shambles, which requires lots of patience. Because we have friends willing to tutor us, progress has come in obvious and significant spurts, which provides hope and encouragement to tackle the next steps tomorrow or the next day. I see this same thing every day within our association membership. When challenges arise, there is always a friend willing to render aid.

Commuting to work typically gives me a chance to catch up on local and national news. Most days I enjoy listening to news radio. In the mornings, I tend to pay close attention to various news sources, especially those providing traffic and weather updates. In the afternoon, I love sports talk radio, which either elevates or minimizes my stress level. I have been disappointed this past week while listening to the Supreme Court nomination hearings. I understand that this is an important process for our

country as a whole and respect that folks have varying opinions relative to countless issues that the Supreme Court might need to consider. Vetting the nominee and asking tough questions is important and is not the cause for my disappointment. I have been frustrated with the lack of civility, decorum and etiquette. This is another reason why I am so grateful to be connected to this organization. We can have meaningful debate and differing opinions, but we always are polite and considerate. I am never ashamed or embarrassed to introduce myself as your representative. In fact, the reverse is always the case. I am proud to be part of this organization and know that our reputation is solid and reputable. I am thankful that this positive environment also exists throughout our legislature and state government. We live and work in a great state and belong to a terrific organization of people who care and are proper examples of integrity.

A close-up photograph of a hand gripping a black leather steering wheel, with a blurred background suggesting a car interior.

Sincerely,
Rick Clasby
Executive Director

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Reducing Driver Shortages

BY RACHEL E. PHILLIPS

Truck driver shortage is a top concern for the trucking industry. The American Trucking Associations estimate a current shortfall of 48,000 drivers, and the number could continue to increase to 175,000 by 2025. While there may be a shortage of drivers, there are options available to ensure competent drivers are being hired and retained.

First, attracting younger and more diverse drivers can have long-lasting effects. Studies have shown that more than one in four truck drivers are males aged 55 years and older. Trucking companies can combat the driver shortage by attracting a new generation of qualified drivers. For example, women account for only six percent of commercial truck drivers. Actively recruiting women could help lessen the driver shortage.



truck driving age to eighteen nationally. This would require all such drivers to complete 240 hours of on-the-road training with an experienced truck driver. Additionally, trucks used in this training would be required to include certain features such as a dashboard camera.

national recruiting program, in connection with federal agencies, to meet this growing need. Getting involved in the early stages of such programs could be beneficial and vital to maintain a company’s current workforce and retain experienced drivers. Another potential solution to driver shortage may come in the form of self-driving trucks. While driverless truck technology may not be an immediate solution, it is wise to pay attention to these advancements because they may eventually solve the driver shortage.

“Studies have shown that more than one in four truck drivers are males aged 55 years and older.”

Congress has also attempted to address the driver shortage. A representative recently introduced the Developing Responsible Individuals for a Vibrant Economy (“DRIVE”) Safe Act that would lower the interstate commercial

It is also important to be aware of new driver recruitment programs. It is estimated that 890,000 truck drivers will be needed over the next ten years to maintain the existing workforce. Some trucking groups are interested in developing a

Whatever the solutions may be to combat the shortage of drivers, the number one goal should be to hire, train, and retain competent drivers. Doing so will reduce the likelihood of cargo claims and personal injury lawsuits.

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Commercial Motor Vehicle CRASH

BY STEPHEN GOODRICH – UDOT MOTOR CARRIER DIVISION

We recently exited the “100 deadliest days” on Utah’s roads, Memorial Day to Labor Day. It was a disturbing period with 12 more fatalities on our roads this year than in 2017. There were 102 fatalities during those 100 days.

With that on our mind, let’s look at how our commercial motor vehicle (CMV) industry is doing this calendar year of 2018 with respect to crashes, injuries and fatalities. During 2017 there were 39 CMV related fatalities in Utah. Through the middle of August, 24 fatalities have been reported involving

large trucks and buses. The numbers listed in the charts included with this report are preliminary and account for the time frame from January 1, 2018 through July 31, 2018. These numbers are subject to change as additional data becomes available.

We are trending toward 36 fatalities in 2018, not much better than the 39 we experienced in 2017. That is too many as we consider the Zero Fatalities goal for the State. The Motor Carrier Division at UDOT is committed to do everything we can to reduce the number of crashes, serious injuries, and fatalities

involving CMV’s in Utah.

Let’s look at the numbers as they now stand for 2018. Knowledge is power. These charts and information may be of value to you as you work with and for the safety of your drivers. Of the 2,311 (yes, 2,311 through July is correct, 330 a month) CMV crashes so far in 2018; 19 were fatal crashes, 46 involved severe injuries, 188 were minor injury crashes, 278 possible injuries, and 1,780 crashes had no injury reported.

The greatest number of CMV fatalities occurred in January, while February produced the

most severe injuries and the most crashes overall happened in June. If we look which day of the week crashes occur, Wednesday is when most fatalities take place. Severe injuries transpire most often on Tuesdays. Wednesday tops the chart for all crashes combined.

The time of day is another way we analyze crashes. Fatal

crashes including distracted driving, speed, drowsiness, impairment, or a medical issue. We don’t often know in single vehicle fatality crashes because these drivers cannot tell us what happened! If we look at all CMV crashes, single vehicle crashes make up 23% of all crashes, however same direction sideswipe crashes are the most common at 26%.

“We are trending toward 36 fatalities in 2018, not much better than the 39 we experienced in 2017.”

crashes happen most regularly from 12 noon to 4 p.m. with 10 crashes during that time period. With severe injuries, the same 12 noon to 4 p.m. is the most critical time with 20 of the 46 crashes during that time frame. When we analyze all crashes, the 12 noon to 4 p.m. again is the most dangerous with 759 crashes.

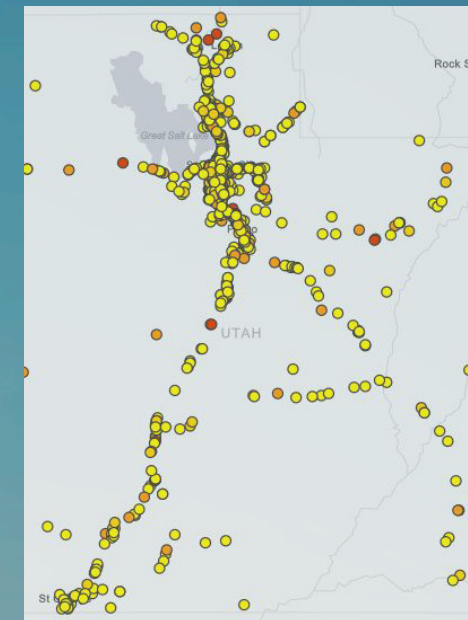
Roadway surface conditions can also affect safety. It appears our CMV drivers are pretty attentive with adverse road conditions as crashes occur 83% of the time on dry roads. However icy roads can be an issue with three fatalities and wet roads were reported with six severe injury crashes.

The type of collision is a telling part of the data with CMV related crashes. Single Vehicle crashes are the most common fatality crash. These make up 25% of the fatalities. They also account for 41% of serious injury crashes. There are several reasons for these type

The location of where crashes occur can also be helpful to look at. The map graphics demonstrate the locations where the fatalities, severe injury and all crashes are occurring across the State. There are definitely areas that seem to collect crashes. This information can be helpful as you talk to your drivers about safety and their behaviors while behind the wheel.

The goal is to get your customers served efficiently and your drivers home safely every trip. This information will assist you with both those goals in mind. Awareness is helpful in decision making and hopefully these facts will help you avoid crashes and support and enhance your safety efforts.

Safe driving.





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Rehab over Redundant

BY APRIL WASHBURN - ELEMENTS BEHAVIORAL HEALTH

Did you ever think my driver's Substance Use Disorder problem is not my problem? Well, think again. Let's begin with a few facts:



1 The U.S. is experiencing a significant shortage of truck drivers



2 Drug use amongst truck drivers is common



3 A positive drug screen or D.U.I. oftentimes leads to immediate dismissal



4 Driver turnover is nationally ubiquitous



5 Retraining and replacing a driver is expensive

So, when many trucking companies are so desperate for drivers that they are offering signing bonuses and pay raises, why are so few offering to share in the cost of substance abuse and mental health treatment?

Given what we know about the prevalence of drug and alcohol abuse in the workplace, and while every person's experience may be unique to them, there are some signs that are common to most people who abuse substances.

A recent report from the American Trucking Association says

more than 70 percent of goods consumed in the U.S. are moved by truck, yet the industry needs to hire almost 900,000 more drivers to meet ever increasing demand. This driver shortage is already leading to delayed

deliveries and higher prices for goods, a situation that's likely to get worse in the coming years. Compounding the issue, driver turnover is currently at 95% nationally, costing a trucking company approximately \$4,000 per replacement or \$3-\$5 billion/year to the industry. In Utah, a trucking hub of seven major long distance

highway freight routes, roughly 1 in 16 jobs are trucking industry related.

The effects of substance abuse on transportation safety are a pervasive problem and create serious effects across our society. Residential rehabs for substance use and co-occurring mental health disorders are uniquely positioned to help. So, when faced whether or not to make your driver redundant, instead consider investing in your driver's health and wellness by rehabilitation. You just might be making an investment in long-term loyalty in the process.

Top 8 Common Indicators for Alcohol and/or Drug Abuse for Truck Drivers

- » 1. Frequent lateness, unexcused absences or other job-performance-related issues
- » 2. Increased accidents or injuries: Drug abuse is not only limited to stimulants and other mind-altering substances. In January 2018, Part 40 of the DOT regulations was changed to include testing for opioids. Prescription opioid abuse is a national epidemic across all demographics.
- » 3. Changing Appearance: Serious changes or deterioration in hygiene or physical appearance (lack of showering, slovenly appearance, unclean clothes), flushed skin and broken capillaries on the face; a husky voice; trembling hands; chronic diarrhea; chronic congestion; losing weight; sores on face, arms, or legs; issues with dental health; chronic nosebleeds
- » 4. Financial trouble related to drug use, legal issues or uncharacteristic dishonesty
- » 5. Relationship Issues: People struggling with addiction are known to act out against those closest to them
- » 6. Complaints from co-workers and/or supervisors
- » 7. Isolating behaviors or sudden and radical changes in mood or personality
- » 8. Withdrawal symptoms: As the effect of the alcohol or drugs wear off the person may experience symptoms such as anxiety or jumpiness; shakiness or trembling; sweating, nausea and vomiting, insomnia, depression, irritability, fatigue and headaches



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Driver Misclassification

Are Owner-Operator's Employees or Independent Contractors?

If a contract between a motor carrier and a driver says the driver is an independent contractor, then the driver is not an employee, right? Maybe not. Courts around the country are determining that some drivers are misclassified as independent contractors, and are re-classifying those drivers as employees.

The issue of driver (mis)classification can come up in many different circumstances, and have far reaching implications including on: (1) a carrier's legal liability for an accident or actions of a driver; (2) payment of minimum wages under federal and state laws; (3) payment of federal Social Security and payroll taxes; (4) payment of unemployment insurance; (5) workers compensation insurance; (6) drivers' entitlement to health insurance or other fringe benefits; (7) application of labor laws and regulations (40 hour work week, breaks, etc.); (8) liability

insurance; and so on. Claims of misclassification can result in expensive legal battles, and a final finding of misclassification can result in costly back charges of wages, back charges of or taxes, imposition of fees and penalties, legal liability to third parties, and potentially even punitive damages.

"the decisions may have a direct impact on Utah companies that contract with drivers (or other workers) in other states"

The most recent case to garner national attention is the California case of *Dynamex Operations West Inc. v. Charles Lee et al.* due to the court's controversial adoption of what is known as the "ABC" test. California's ABC test—named after the test's three factors—is a strict test that will make it difficult (and many think impossible) for motor carriers to classify any drivers as independent

contractors in California. Under the "B" part of that test, a motor carrier will have to show that the driver's work is outside of "the usual course" of the carriers' business. Unless a motor carrier can show that driving is not in the usual course of transportation services, or otherwise distinguish its business

from the work provided by the driver, the driver will be classified as an employee under California's ABC Test. Legal challenges are likely to continue in California for years. Similar versions of the ABC test have been challenged in other states with mixed results: a 2013 decision prohibited a virtually identical version of the ABC test under Massachusetts law from being applied to the transportation industry; and a 2017 decision upheld a more lenient version of the ABC test under Washington law for application to the transportation industry.

Utah companies should be aware of (mis)classification issues in surrounding jurisdictions for three reasons. First, the decisions may have a direct impact on Utah companies that contract with drivers (or other workers) in other states. Second, Utah companies can learn from best practices of and mistakes made by others. Third, to

the extent the decisions could be seen as a bellwether, Utah Companies can provide input to legislative decision makers.

For the time being, the controversies of the ABC Test have not yet crept into Utah for classification of Utah workers. Utah courts apply various other multi-factor tests to determine a worker's status. Like many other jurisdictions, Utah uses different tests in different circumstances, which could lead to workers being classified as employees for some purposes, and independent contractors for others. As stated by one court, "it can be clearer to ask not whether someone is an independent contractor [generally], but to ask instead whether the contractor is independent for a given purpose: e.g., for the purpose of the doctrine of respondeat superior [whether a company is legally liable for the actions of its worker], for federal payroll tax purposes, for state worker's compensation, or for other state law purposes."

While an analysis of every test used in every circumstance is beyond the scope of this article, it is helpful to know the type of factors that courts consider in Utah to make classification decisions. Those factors include: (i) whether the worker is engaged in an independently established trade including (i) whether the worker has a separate place of business; (ii) whether the worker has his/her own tools, equipment, or facilities, (iii) whether the worker has other clients, (iv) whether the worker can realize a profit

or loss, (v) whether the worker advertises; (vi) whether the worker has obtained business, trade, or professional licenses, and (vii) whether the worker maintains business records and tax forms; (2) whether the hiring company has control and direction over the worker, including (i) whether the worker is required to comply with instructions, (ii) whether there is mandatory training, (iii) whether the worker is required to work at a specific place or order, (iv) whether the worker is required to work on the hiring company's premises, (v) whether the worker is prohibited from assigning work to others, (vi) whether a continuous relationship exists; (vii) whether work hours are set; and (viii) whether payment by hour, week or month, or otherwise; (3) contractual language regarding the right of direction or control; and (4) the right to hire and fire.

With so many different test and factors at play, and with what seems to be a constantly shifting legal and political landscape, what should companies and drivers do? While case after case shows that there is no simple and guaranteed method of ensuring an independent-contractor classification, basic steps can be taken to increase the likelihood that drivers will be appropriately classified.



10 Tips To Consider With Your Attorney

- 1. Use a carefully drafted written contract that specifies that the relationship is that of an independent contractor and not an employer-employee relationship. The contract should be drafted by an experienced transportation law attorney to ensure compliance with other transportation specific regulations.
- 2. Contract with the driver's business entity (LLC, or corporation), not the individual driver.
- 3. Avoid obvious actions that make drivers look like employees (such as using 1099 forms and not W2s, or offering medical or dental plans that by their terms are limited to employees, or requiring drivers to sign "employee handbooks").
- 4. Pay drivers based on invoices for work performed, as opposed to wages.
- 5. Permit drivers to set their own schedule and to accept or reject work.
- 6. Require results, not means and methods used to ensure those results.
- 7. Require drivers to use and maintain their own equipment.
- 8. Don't require drivers to purchase equipment from the company, wear company uniforms, or participate in company training.
- 9. If the company and driver discussed both employment and independent-contractor options, but chose the independent contractor option, carefully document that discussion and choice.
- 10. Be fair (a driver who has been treated fairly has less reason to initiate a challenge to classification).

Finally, remember to closely and consistently review contracts, policies, and procedures, to ensure that they establish an independent relationship, and are up to date with state and federal law.

Mark Thornton

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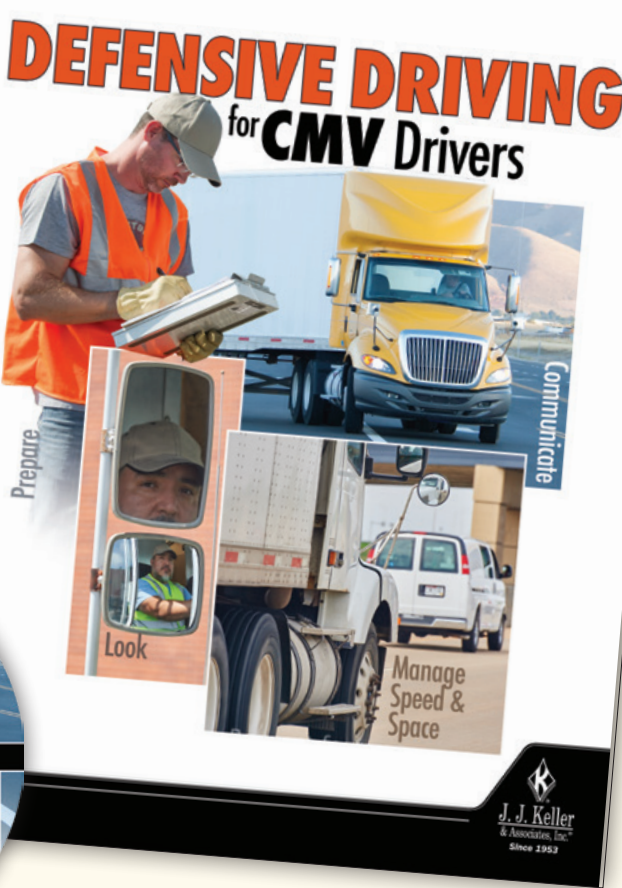
1. Dynamex Operations W. v. Superior Court, 4 Cal. 5th 903, 416 P3d 1 (2018).
2. Sanchez v. Lasership, Inc., 937 F. Supp. 2d 730 (E.D. Va. 2013)
3. Swanson Hay Co. v. State Employment Sec. Dep't, 404 P3d 517 (Wash. Ct. App. 2017)
4. Swanson Hay Co. v. State Employment Sec. Dep't, 404 P3d 517, 523 (Wash. Ct. App. 2017).
5. Utah Admin. Code R994-204-303(1)(b)(i)-(vii).
6. Utah Admin. Code R994-204-303(2)(b)(i)-(viii).
7. Harry L. Young & Sons, Inc. v. Ashton, 538 P2d 316, 318 (Utah 1975)
8. Id.

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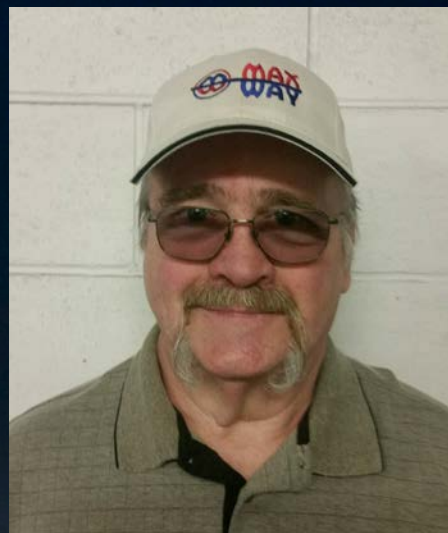
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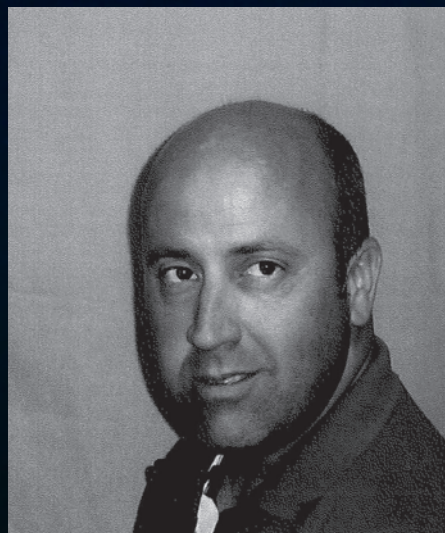
DRIVERS OF THE MONTH

If you have drivers that you would like to submit for Utah Trucking Association's Drivers of the Month contact Terry Smith at 801.973.9370 or terry@utahtrucking.com.



Ron Curran

Maxway Inc.
Years Driving: 35
Miles Driven: 3 Million
February 2018 Driver of the Month



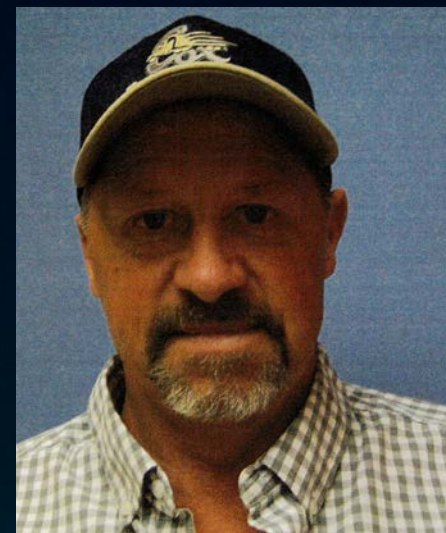
Troy Passey

CR England
Years Driving: n/a
Miles Driven: 130,000
March 2018 Driver of the Month



Glen Romney

CR England
Years Driving: 5
Miles Driven: 1 Million
April 2018 Driver of the Month



James Georgio

Parke Cox Trucking
Years Driving: 5
Miles Driven: 635,817
May 2018 Driver of the Month



Lewis Greenway

James H. Clark & Son Inc.
Years Driving: 1
Miles Driven: 1.5 Million
June 2018 Driver of the Month



Mike Killian

Godfrey Trucking Inc.
Years Driving: 11
Miles Driven: 1 Million
July 2018 Driver of the Month



Kenneth Leth

James H. Clark & Son Inc.
Years Driving: 32.5
Miles Driven: 2.7 Million
February 2018 Driver of the Month



James Phelps

James H. Clark & Son Inc.
Years Driving: 36
Miles Driven: 1.9 Million
March 2018 Driver of the Month



Ronald L. Deems

Gurney Trucking Inc.
Years Driving: 35
Miles Driven: 4.9 Million
April 2018 Driver of the Month



David Cole

James H. Clark & Son Inc.
Years Driving: 18
Miles Driven: 2.7 Million
May 2018 Driver of the Month



Merton Frank Paskett

Wanship
Years Driving: 46
Miles Driven: 3 Million
June 2018 Driver of the Month



William Snead

CR England
Years Driving: 21
Miles Driven: 2.7 Million
July 2018 Driver of the Month



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- Nondiscrimination testing
- Annual reporting
- Participant enrollment/education

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401k Advisors Intermountain
President & Managing Partner
corby@401kaim.com
(801) 559-7774

2 Providing the requested information
for your evaluation

3 Scheduling a no-cost plan design
evaluation meeting

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SLIPS, TRIPS, AND FALLS

With the changing of the seasons comes a greater risk of slipping, tripping, and falling. Slip, trip, and fall injuries happen both inside and outside the workplace. Below are things you can do to eliminate all three.

Outdoors

When it comes to employee safety when working outdoors, weather should always be a consideration.

The effect that weather has on workplace accidents cannot be overstated. Wind, rain, and snow all play a part in increasing the frequency of several types of accidents and injuries.

Snow and ice raise special safety concerns because they increase the likelihood of slips and falls, particularly on stairs, ramps, slopes, parking lots, and steel. Tripping is also more likely as objects are covered or frozen in the ground, or imperfections, like holes, are hidden beneath the snow.

Accident studies indicate that almost 80% of slips and falls due to snow and ice occur in parking lots or on sidewalks. More than 50% occur in the morning between 6 a.m. and noon. A coordinated program to remove ice and snow before employees arrive at work, with continued removal throughout the day, best controls the hazards of slips and falls.

Snow and Ice Removal Programs

Pre-planning for snow and ice removal should be a top priority for facilities/maintenance teams during the winter months. It will take some research and forethought to forecast the weather and prepare for the snow. If outside contractors are used, the contract should be explicit about responsibilities, timing and priorities.

The first step is to appoint someone to coordinate the snow and ice removal and take charge of the program. The snow and ice removal coordinator should regularly monitor weather reports. On nights when it snows, the party responsible for snow and ice removal should arrive early enough to get the job done before employees arrive for normal shifts, but not so early as to allow additional snow accumulation.

Completely clear snow and ice off any walkways, stairways, and ramps, giving extra attention to areas frequented



by the public. Stairs should have standard handrails and there should be good lighting on all sloped surfaces.

Moisture can track into facilities through entryways where tile and other surfaces get slippery and need special attention. Extra walk-off mats should be available and added during heavy snows. Replacement mats or a wet vacuum should be available if mats get saturated. Wet floor signs can also serve as a warning to employees and visitors about increased slip hazards.



Parking Lots

Address decisions on when to plow parking lots in the snow and ice removal program. At a minimum, move snow in parking lots when it reaches a depth of three inches, but plowing when snow accumulates to a depth of one inch can help reduce cohesion of additional snow, especially if a de-icer is used.

Clear parking lots of snow and ice before employees arrive. Businesses that operate 24 hours a day may need to move cars during snow clearing operations to remove snow completely. If the parking lot must be plowed with cars already on it, the lot should be re-plowed when it is empty.

Snow should always be pushed to the low end of the lot, or as close to drains as possible, to reduce drainage, which can refreeze. Keep snow piles away from exits, which can obscure a driver's view entering and exiting the lot.

Indoors

Whether you work in an office or on a construction site, slip and fall hazards are present. The following are common slip/fall hazards and possible controls:

| | |
|---|---|
| »Stairs | »Close drawers/file cabinets |
| »Good lighting | »Organize/cover, move electrical cords |
| »Use hand rails | »Ladders/foot stools |
| »No running | »Do not stand on chairs, crates, shelves, or other objects. Use properly-rated stools and ladders to elevate yourself to reach an item or perform work. |
| »Not a storage area | »The height and type (A-frame, straight, etc.) of a ladder should be dictated by the situation and work to be performed. |
| »Wet floors (kitchen, entryway, restrooms, etc.) | »Uneven walking surface |
| »Quickly identify | »Repair the surface |
| »Post signs | »Properly cover surface |
| »Clean floor | »Restrict access to the area |
| »Proper floor mats (rugs, rubber mats, etc.) | »Visually highlight surface and discuss hazard with employees |
| »Housekeeping | |
| »Use proper storage area | |
| »Quickly clean up debris (boxes, tools, spills, etc.) | |





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Retirement plan **investing** basics



Your retirement savings plan may be your best chance to build a financial future you can rely on. But how to navigate your investment choices? Start at the beginning.

Make a plan for your plan

What are your goals? How much of your final working income will you need to live on in retirement? And when do you want to retire? Once you know the answers, you can create a plan that's right for you.

Learn the key concepts

Asset allocation and **diversification**. They're two sides of the same coin: **Allocation** describes which classes, or types, of assets to invest in (equities [stocks], fixed income [bonds], cash equivalents). **Diversification** can help answer the question, which assets? But both reflect the adage, "Don't put all your eggs in one basket."

The reason: Almost any investment can lose value, yet the safest may not provide the returns you'll need to finance your future. So don't rely on one type of investment to reach your long-term goals. This includes your own company's stock. You may be confident about your company's management but tying your financial future to just one stock can be risky for most retirement plan investors.

So, *diversify*—spread your risk across different investments. It won't *guarantee* profits or protect against loss. But it helps ensure that trouble in one area won't drag down your whole portfolio.

Risk/reward. It's the key trade-off investors face: In general, the higher the potential payoff, the greater the risk. This is especially true when you look beyond the major asset classes (generally: stocks, bonds, and cash) to their many sub-classes.

For example, newer, "small-cap" stocks offer potentially higher rewards—but also pose more risk—than long-established, "blue chips." Likewise, U.S. government bonds, long considered among the safest investments, aren't in the same risk arena as overseas "emerging markets" bonds.

Don't rely on one type—let alone one investment—to reach your long-term goals.



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COMING SOON!

Welcome's New Board Members



Anne Glenn, NUTA Region President

Super T Transport | Hyrum Terminal Safety Director
Years with company? 14
Favorite thing about the trucking industry? There are so many its hard to say what my favorite thing is.
Favorite ice cream flavor? Cookies and Cream.



Bruce Pollei, SUTA Region President

Walmart Transportation | Safety Manager
Years with company? 5.5
Favorite thing about the trucking industry? I enjoy working with so many great people in this industry. The opportunity to influence safety and help our drivers to be safe on our highways gives me a sense of satisfaction.
Favorite sport to watch on TV? NBA (Utah Jazz fan)



Corby Dall, Allied Board Member

401k Advisors | President and Managing Partner
Years with company? 30
Favorite thing about being a member of the trucking industry? Great culture and people. It's like a huge family!
Favorite family tradition? Boating and snowmobiling.



Dustin England, Executive Committee

C.R. England | VP of Compliance
Years with company? 20
Favorite thing about being a member of the trucking industry? I enjoy working closely with our great drivers and office employees.
Favorite movie? The Martian



Greg Robinson, Allied Board Member

Quality Tire | Owner/Partner
Years with company? 22
Favorite thing about being a member of the trucking industry? My favorite thing about being a member of the trucking industry is the great people I get the opportunity to meet and the lifelong friendships I get to make. I also really enjoy working together for our common goal of strengthening the trucking industry.
Favorite vacation you've been on? Hawaii or Cancun. I also love the mountains, but my favorite vacation has to be my next one, whatever that might be.



Jeff Newy, Carrier Board Member

Deseret Transportation | Group Manager
Years with company? 5 with Deseret Transportation, 19 with the Church of Jesus Christ of Latter-day Saints Welfare Services department.
Favorite thing about being a member of the trucking industry? I love the non-stop action of moving freight around the country to help people in need.
A book you love? Any Louis L'Amour book.



Lyn Simon, Carrier Board Member

Simon Transport | President
Years with the company? 14
Favorite thing about being a member of the trucking industry? Solving logistical challenges.
Favorite home cooked meal? Cheese, crackers and a bottle of good wine.



Stacey Bettridge, Association President

KB Oil | Co-President
Years with company? I have been here since I was born. But it was 41 years ago that I worked my first shift alone in a gas station.
Favorite thing about being a member of the trucking industry? I love the way our association works as a team on issues and we are still able to compete with one another and remain friends. I have never met a better group of people.
Favorite thing to do on the weekends? I enjoy golf, riding Harley's and snowmobiling (although, I am sure there are those in our group that would tell you I don't wait for the weekends.)

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I was thinking while riding my Harley with some friends this last week, that we live in an amazing country with beautiful scenery all around us! But as we rode and spent time together talking about everything and nothing, it occurred to me that as people, we have been influenced by many different things, giving us very different views. Much like our association, and just like the members in the association, the group I was riding with had conversions about many things we didn't all agree on. But we listened and respected each other and at the end of the ride, we are still friends.

I am very grateful to belong of such a great group that influences me.

Stacey Bettridge | KB Oil

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Ariel Pyne

Dixie State University | Dental Hygiene

"I would like to take a chance to say thank you to the Utah Trucking Association for giving me an opportunity to apply and accept their scholarship. Because of them, I am able to get help financially while I pursue my college education. This scholarship is definitely worth applying for. Thank you so much again for their great opportunity. I am extremely grateful for all of you!"



Charlotte Christensen

Brigham Young University-Idaho | Advanced Vehicle Systems

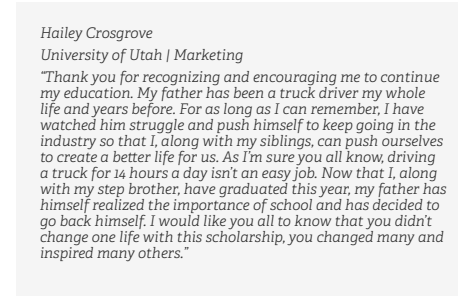
"I would like to thank everyone for the scholarship. It has made a big difference for me in my program, and I am so happy to be learning about auto mechanics so that one day I can do a career I love."



Ciera Claridge

Dixie State University | Nursing

"Words cannot thank you enough for the wonderful scholarship I was awarded. These funds have been a tremendous help to me and being able to pay for my education. I sincerely am grateful."



Hailey Crosgrave

University of Utah | Marketing

"Thank you for recognizing and encouraging me to continue my education. My father has been a truck driver my whole life and years before. For as long as I can remember, I have watched him struggle and push himself to keep going in the industry so that I, along with my siblings, can push ourselves to create a better life for us. As I'm sure you all know, driving a truck for 14 hours a day isn't an easy job. Now that I, along with my step brother, have graduated this year, my father has himself realized the importance of school and has decided to go back himself. I would like you all to know that you didn't change one life with this scholarship, you changed many and inspired many others."



Cody Oliver

Dixie State University | General/Art - Business

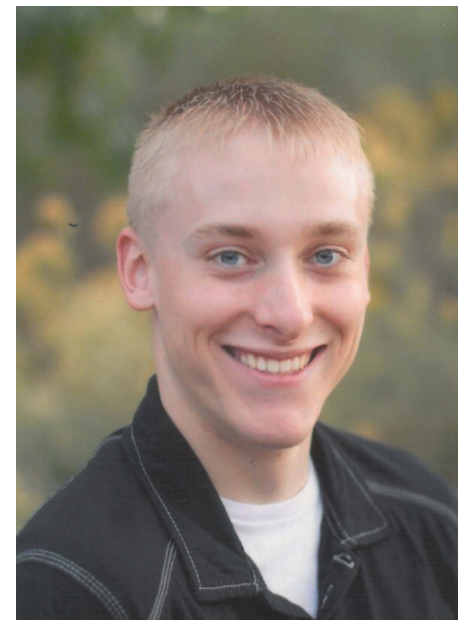
"I was happy and very appreciative to learn that I was selected as a recipient. By awarding me this scholarship you have lessened my financial obligation which allows me to concentrate on college. I hope one day I will be able to help others achieve their goals just as you helped me."



Austin Jensen

Dixie State University | CIT

"Thank you for awarding me with a scholarship. I look forward to using the scholarship to pursue my academic goals and accomplishments."



Tanner Ipson

Dixie State University | Communications

"I would like to thank you for the scholarship money that you have given me to continue my studies at Dixie State University. I believe it'll be a great accomplishment to earn a Bachelor's Degree in communications and I thank you for your support in this endeavor."



Jaden Turner

Utah State University | Biology

"As recipient of the Southern Utah Trucking Association scholarship this year I wanted to write and express appreciation for your support. The trucking industry has supported my family since I was born, so I am thankful for the opportunity to be able to continue my education through the support of this scholarship. Thank you!"



Nikole Oliver

Salt Lake Community College | Generals

"I am sincerely honored to have been selected as the recipient of the Southern Utah Trucking Association Scholarship. Thank you for your generosity, which has allowed me to focus on my education and soccer commitment. Because of your scholarship, I can continue to work hard and prepare for a better future. Thank you again for your thoughtful and generous gift."



Weston Finch

Dixie Technical College | Diesel Technology

"I am honored to have been selected as a recipient of the 2018-2019 Southern Utah Trucking Association Scholarship. Thank you so much for your generosity, which will help me very much with my college expenses. I truly appreciate the recognition for my efforts."



Shawnee Schimbeck

Dixie State University | Respiratory Therapy

"Thank you so much for the generous scholarship! I plan to attend DSU in the fall and the money I received will be going directly towards college expenses. I cannot thank you enough for helping me further my education."



Taylor Elliot

Portland State University | Psychology

"Receiving this scholarship will help provide me with the opportunity to further my education in college and pursue my dream of helping others as a doctor of Psychology. I want to formally thank the members of the Southern Utah Trucking Association and the selection committee. I hope to help others in the course of their mental health and also to become an author of medical journals. Thank you again to SUTA for this opportunity!"



Leighton Ipson

Dixie State University | Undeclared

"Thank you so much for this tremendous honor of winning the Southern Utah Trucking Association Scholarship. This scholarship doesn't only help me with finance but with brightening my future. I am so thankful for your generosity and time to go through my scholarship application."



Chance Aplanalp

Dixie State University | Biology

"I am honored and beyond grateful to have been chosen to receive this scholarship. I want to thank the Utah Trucking Association for helping me along my journey of achieving all of my dreams, goals and desires. I appreciate your confidence and generosity in my education plans."



Whitney Gibson

Utah State University | Supply Chain/Transportation Finance

"Thank you so much for choosing me for the Utah Trucking Association Scholarship! This money will help me to pay for my education so that I can become what I want to be in the world. I've worked really hard in school and all I do. It's great to see that pay off. Thanks again!"



Keyan Hansen

University of Utah | Architecture

"I just wanted to say thank you to all those involved in the awarding of this scholarship. Thanks to SUTA and others who have aided in my financial journey. I've been able to make it into one of the top schools in the nation where I hope to be able to further my education and invest in myself so that I can invest in others. I sincerely thank all those who helped make this a reality, and hope to one day be in a position where I can return the favor in some way. They say it takes a community to raise a child, but I think it also takes a community to get a kid through college these days, and I'm grateful that SUTA happens to be part of my community."



Baylie Andrus

Dixie State University | Early Childhood Education

Braden Morwood

Dixie State University | Wildland Biology



Jade Nolen

Salt Lake Community College or Dixie State | Human Resources

"I am sincerely honored to have been selected as the recipient of the trucking association scholarship. As I complete my education at the University of Utah, I am very thankful for receiving your thoughtful gift. Because of your scholarship I will finally be able to achieve higher things and fulfill all of my goals and dreams for the future."

Karinna McKenzie

Dixie State University | Dental Hygiene

"I am so grateful to be given the opportunity to continue my education towards a bachelor's degree in dental hygiene. I would not have been able to do so without my father as my role model, who taught me that hard work and dedication is all one needs to truly be happy. Thank you."



Alexis Stuart

University of Utah | Psychology

Baylee Serbian

College of Southern Nevada | Nursing

Cassie Morwood

Dixie State University | Nursing

Danielle Shambley

College of Western Idaho | Psychology

Logan Greehalgh

Brigham Young University | Accounting

McKenzie Baldwin

Snow College | History

Savanah Truman

Dixie State University | Science in Applied Sociology

"Thank you so much for the recognition and scholarship. I truly appreciate and know that it will help me a great deal as I continue my schooling in the fall. With this scholarship, it leads me one step closer to this goal. Thank you again!"

Oswaldo Tahmassebi-Pour

Dixie Technical College | Diesel Technology

Taylor Baldwin

Utah State University | Nursing

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