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2023 Drivers Awards Banquet

2023 ATV/UTV Jamboree

Resolve For Your Safest Year Yet

# UTAH TRUCKING

UTAH'S VOICE IN TRUCKING



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Utah's Voice in Trucking



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# RESOLVE FOR YOUR SAFEST YEAR YET

Written By: Richard W. Poll



A month into 2024 and resolutions are dying quickly. Gyms are starting to empty, books are gathering dust on shelves, lines at the soda shops are getting longer, and bank accounts are not growing. Often these resolutions fail because the resolutioner is attempting something foreign to them, or because their success is dependent on factors outside of their control. Those who keep their resolutions apply several strategies, including (a) setting specific, detailed and planned-out goals; (b) setting goals to improve on past successes; (c) employing support systems; (d) and reviewing progress frequently. Utah road fatalities dropped in 2023. The Utah trucking industry had its safest year in the last five years, dropping total number of crashes in 2023 by 25%. Let's resolve to make 2024 an even safer year, by starting safety "at home."

Each home office can set specific and planned out resolutions to be the support system for their entire fleet and improve on 2023's safety. I propose each home office, including all departments, resolve to do four things for a safer 2024—Research, Rehearse, Remind, and Reach Out.

**Research.** Safety on the roads begins with putting safe drivers behind the wheel. For trucking companies hiring driver employees or independent contractors, your research will be into the driving and personal history of your drivers. Review and adapt your hiring criteria—what documentation do you require? How many references do you speak with? Are you documenting everything? Your research continues through the lifetime of your drivers' employment. Are they maintaining safe practices? Are they receiving the resources they need to succeed? Is there technology that can be implemented to improve safety and efficiency? Ask questions constantly and then find the answers.

**Rehearse.** Training your drivers on your specific policies and procedures should happen frequently.



My old baseball coach would always tell us, "Practice doesn't make perfect, it makes permanent." As a second baseman, I remember practicing everything from my pre-pitch stance to my glove-side turn. If I was practicing an off-balance stance or turning the wrong way when throwing to third, I could never become perfect, but I sure could become a permanently slow infielder. Rehearsing proper safety procedures, both in training rooms and on the roads frequently will create permanence in safety for your company.

**Remind.** Your research and rehearsals do not stop as your drivers walk out the door and into their tractors. Driver safety and compliance with policies and procedures should be reviewed frequently. Upon review, take the opportunities to celebrate your drivers' achievements and progress. Remind them (and rehearse again as necessary) of best practices, intervening when necessary. It is always better to take a step back and learn from setbacks before unsafe behaviors become permanent. A safe motor carrier is a long-term motor carrier.

**Reach Out.** Accidents will happen. Much like going from a couch potato to Arnold Schwarzenegger is not going to happen simply because we resolved to be more fit this year, we cannot expect zero collisions in 2024. Sometimes your drivers can do about everything right and still end up in an accident. This is when your support system is all the more important. Be sure to contact experienced legal counsel that is available and prepared to represent you when needed. Not only will they help you through the events following the collision, but they will help you get you back on track for a successful year of safe resolutions.

As motivation to keep working on resolutions begins to wane, take the time now to review the safety goals you have set for your company. Involve all the stakeholders throughout your company and create detailed plans to Research, Rehearse, and Remind. 2024 is going to be a safer year, but it won't be so by accident.



**Attorney Richard Poll**

SNOW  
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*A poll by Forbes Health/One Poll found that the average resolution lasts just 3.74 months, with 31% of respondents giving up by the end of February. Sarah Davis, New Year's Resolutions Statistics 2024, FORBES HEALTH (Dec. 18, 2023), available at <https://www.forbes.com/health/mind/new-years-resolutions-statistics/>.*

*For other tips and strategies for successful resolutions, see Kendra Cherry, MSEd, 10 Great Tips to Keep Your New Year's Resolutions: Psychological Strategies That Can Help You Stick to Your Goals, VERYWELL MIND (Jan. 20, 2023), available at <https://www.verywell-mind.com/how-to-keep-your-new-years-resolutions-2795719>.*

*Utah Department of Transportation, UDOT and DPS Release Preliminary 2023 Traffic Fatality Numbers and Launch New Road Rage Campaign (Jan. 9, 2024), available at <https://www.udot.utah.gov/connect/2024/01/09/udot-and-dps-release-preliminary-2023-traffic-fatality-numbers-and-launch-new-road-rage-campaign/>.*

*Federal Motor Carrier Safety Administration, Crash Statistics Summary (Utah 2019-2023), available at <https://ai.fmc-sa.dot.gov/CrashStatistics/rptSummary.aspx>.*



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# UTAH TRUCKING ASSOCIATION CELEBRATES OUTSTANDING DRIVERS AT 2023 AWARDS BANQUET



**WRITTEN BY: UTA STAFF**

The Utah Trucking Association's much-anticipated 2023 Driver Awards Banquet, held on November 3rd, 2023, marked a triumphant return after a hiatus due to the challenges posed by COVID-19 and other logistical complexities. This year's event, hosted for the first time at the Utah Trucking Association's own building, brought together a gathering of over 200 attendees, showcasing the resilience and spirit of the trucking community.

Highlighting the exceptional contributions and dedication of truck drivers, the banquet recognized the outstanding achievements of the Drivers of the Month for the periods of 2021-2022 and 2022-2023. These drivers exemplified the highest standards of professionalism, safety, and reliability throughout their tenure.

In addition to honoring the Drivers of the Month, the ceremony shone a spotlight on the champions of the 2023 Truck Driving Championship, with trophies awarded to the winners in each category. This thrilling competition not only demonstrates the exceptional skills of truck drivers but also fosters healthy competition within the industry.

A highlight of the evening was the announcement of the Drivers of the Year Robert Butler for 2021-2022 and Michael Hampton for 2022-2023. Their exceptional dedication, professionalism,

and outstanding performance serve as an inspiration to their peers and the entire trucking community.

Special recognition is extended to Brad Clayton, the TDC Committee Chair, along with Brecken Cox of Parke Cox Trucking and Reed Newman of Great West Casualty Company, for helping present at this event.

The Utah Trucking Association expresses heartfelt gratitude to its sponsors, Beehive Insurance, WCF Insurance, and Walmart Transportation, whose generous support contributed to the success of the awards banquet.

As the Utah Trucking Association looks ahead, it encourages Carrier Members to continue recognizing and nominating deserving drivers for future awards. Nominations can be submitted through the association's website at [www.utahtrucking.com/driver-of-the-month-nomination/](http://www.utahtrucking.com/driver-of-the-month-nomination/).

Mark your calendars for the next Driver Awards Banquet, scheduled to take place on Friday, November 1st, 2024. The Utah Trucking Association eagerly anticipates another opportunity to celebrate the remarkable achievements and contributions of the trucking industry's finest professionals.



**THANK YOU  
TO OUR  
PRESENTERS**







**UTAH TRUCKING ASSOCIATION  
2021 - 2022  
DRIVER OF THE YEAR  
ROBERT D. BUTLER**



**UTAH TRUCKING ASSOCIATION  
2022 - 2023  
DRIVER OF THE YEAR  
MICHAEL C. HAMPTON**





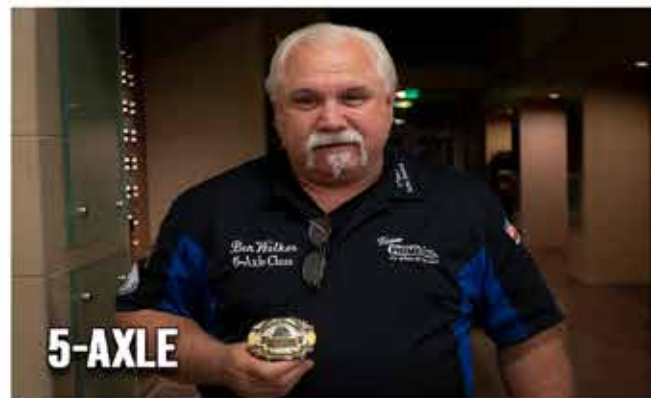


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## 2023 Utah Truck Driving Championship Winners

### Straight Truck:

1st: Lonnie Christensen (FedEx Ground)  
2nd: Deven Jenks (Old Dominion Freight)  
3rd: Michael Jockwig (C.R. England)

### 5-Axle:

1st: John Redd (FedEx Freight)  
2nd: Ben Walker (Prime Inc.)  
3rd: James Falconburge (Nicholas and Company)

### 5-Axle Tanker:

1st: Anthony Eck (Prime Inc.)  
2nd: Trevor Langford (Airgas)  
3rd: Ryan Baranowski (Teton Petroleum)

### Rookie of the Year:

Scott Young (Walmart Transportation)

### 3-Axle:

1st: Jeffrey Payne (Yellow Freight)  
2nd: Cody McCormick (Old Dominion Freight)  
3rd: Stephen Jones (Nicholas and Company)

### 5-Axle Flatbed:

1st: Scott Johnson (Old Dominion Freight)  
2nd: Brett Anderson (Walmart Transportation)  
3rd: Vatomia Chin (Old Dominion Freight)

### Twins:

1st: Blair Fogg (Old Dominion Freight)  
2nd: William Black (FedEx Ground)  
3rd: Shawn Baxter (FedEx Freight)

### Grand Champion:

1st: Lonnie Christensen (FedEx Ground)  
2nd: Anthony Eck (Prime Inc.)  
3rd: Trevor Langford (Airgas)

### 4-Axle:

1st: Roscoe Pope (Walmart Transportation)  
2nd: Glenn Springer (FedEx Freight)  
3rd: Devin Jakeman (FedEx Freight)

### 5-Axle Sleeper:

1st: Roy Romo (Prime Inc.)  
2nd: Paula Carter (C.R. England)  
3rd: Barry Geck (Walmart Transportation)

### Step Van:

1st: Lisa Steed (FedEx Ground)  
2nd: Paul Weiss (Walmart Transportation)  
3rd: Sam Adams (FedEx Ground)

### Team Trophy:

FedEx Freight











# DRIVERS OF THE MONTH





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# 2021 - 2022 DRIVERS OF THE MONTH



July 2021  
Richard D. Morrison  
Walmart Transportation



July 2021  
Lionel Rance  
C. R. England



August 2021  
Jared C. Webb  
Walmart Transportation



August 2021  
Scott D. Severin  
Pride Transport, Inc



September 2021  
Michael A. Kelly  
FedEx Freight



September 2021  
Chad I. Chamberlain  
Walmart Transportation



October 2021  
Joseph Corey Reed  
C. R. England



October 2021  
Robert D. Butler  
Walmart Transportation



November 2021  
Stacy J. Griswold  
Walmart Transportation



November 2021  
Scott Petty  
Pride Transport, Inc



December 2021  
Ronald D. Bosworth  
Walmart Transportation



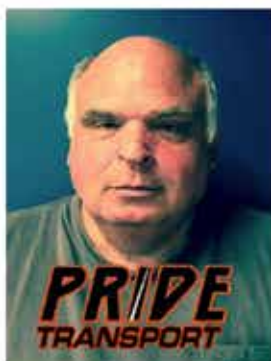
December 2021  
Agustin C. Zavala  
W. W. Clyde



# 2021 - 2022 DRIVERS OF THE MONTH



January 2022  
Kenneth D. Blackwell  
Sunroc Corporation



February 2022  
Don R. Price  
Pride Transport Inc.



February 2022  
Kieth A. Martin  
Walmart Transportation



March 2022  
Larry G. Julander  
Walmart Transportation



March 2022  
Wayne O. Barnes  
Pride Transport Inc.



April 2022  
Courtney Beau Rosier  
C. R. England



April 2022  
Brooks D. McClain  
Parke Cox Trucking Co.



May 2022  
Ted Taylor  
Parke Cox Trucking Co.



May 2022  
John P. Hardenburgh  
Parke Cox Trucking Co.



June 2022  
Dan K. Sorensen  
Barney Trucking Inc.



June 2022  
Brian L. Cook  
Wanship Transportation



# 2022 - 2023 DRIVERS OF THE MONTH



July 2022  
John M. Easling  
Pride Transport Inc.



July 2022  
Mark Naldrett  
C. R. England



August 2022  
Orson K Broadbent  
Parke Cox Trucking Co.



September 2022  
Wesley J. Fenus  
Parke Cox Trucking Co.



October 2022  
David A. Vanweerd  
C. R. England



October 2022  
Bradley A. Long  
Stokes Trucking



November 2022  
Troy E. Jensen  
Stokes Trucking



November 2022  
Marilyn I. Reeves  
Parke Cox Trucking Co.



December 2022  
Kyle L. Leatherow  
Stokes Trucking



January 2023  
Raymond Ray Heitzman  
C. R. England



January 2023  
Gary L. Hughes  
Stokes Trucking



# 2022 - 2023 DRIVERS OF THE MONTH



February 2023  
Mark E. Tilt  
Pride Transport Inc.



February 2023  
Sam W. Harvey  
Stokes Trucking



March 2023  
Garen D. Hyer  
Walmart Transportation



March 2023  
Mark W. Watson  
Parke Cox Trucking Co.



April 2023  
Matthew D. Lesitsky  
C. R. England



April 2023  
Richard D. Pressel  
Pride Transport Inc.



May 2023  
Steven D. Hepner  
Stokes Trucking



May 2023  
Alan R. Kimber  
Stokes Trucking



June 2023  
Michael C. Hampton  
Stokes Trucking



June 2023  
Davis R. Rogers  
Parke Cox Trucking Co.



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# Utah's Truck Driver Shortage: Could Permanent Immigrant Workers Provide Relief?

Article Provided By: EB-3

## Breaking down the Utah Truck Driver Shortage:

Utah is currently facing a growing shortage of truck drivers estimated at 1,000 unfilled jobs as of mid-2023, and is expected to expand to 1,500 by 2027 if trends continue. Nationally, American Trucking Associations CEO Chris Spear estimates the industry could face a shortage of 160,000 drivers by 2030. The lack of drivers slows deliveries, strains supply chains, and raises transportation costs for many Utah industries reliant on trucking from construction to agriculture. Factors like an aging workforce, high job turnover rates, long working hours, and lack of flexibility are reasons the job is becoming less and less appealing for American workers. Salaries for truckers have risen over 10% in the last two years according to the Bureau of Labor Statistics, but trucking advocates say more incentives are still needed.

## Short Term and Long Term Solutions:

Shorter-term solutions like expanded training programs and funding for new truck driving schools are critical pieces of a holistic approach to allowing carriers to become fully staffed.

One long term solution becoming increasingly popular with carriers and other employers who hire truck drivers is the EB-3 Visa. This employment-based immigrant visa provides permanent residence to qualified drivers from abroad. There is a large pool of experienced heavy and tractor trailer truck drivers interested in relocating to fill Utah's job openings. American trucking jobs are viewed as a major step up economically for foreign drivers.

## About the EB-3 Visa for Truck Drivers:

The EB-3 visa provides a pathway for foreign workers to immigrate to the United States. Applicants must go through a multi-step process that includes filing paperwork with United States Citizenship and Immigration Services (USCIS), undergoing background checks, and completing an interview at a U.S. consulate abroad. Once approved, the EB-3 visa lets the immigrant employee work for the sponsoring company and live permanently in America. The total processing time can take 24-36 months, so it is not a short term, quick fix. Rather it is a long-term solution that companies can use each year to ensure that they have a strategy to counter the lack of available U.S. workers.



## Benefits of the EB-3 Visa for Trucking Companies

- 1) Low cost. Unlike temporary visas like the H-2B Visa, the applicant worker is allowed to pay for almost all of their immigration attorney fees and government processing fees. Foreign drivers are happy to pay these fees as they know that their earning power is so much greater in the U.S. than it is in their country.
- 2) Diverse Workforce. Companies seen as champions of diversity and inclusion build goodwill across employee groups and consumer groups who value social responsibility.
- 3) Drives innovation. Employees with varied backgrounds bring diverse perspectives that spark new ideas and business solutions catered to different groups' needs and preferences.
- 4) Reduced Turnover. EB-3 immigrants often have to spend significant time and resources to obtain their U.S. work visas. This investment makes immigrant drivers grateful for the employer willing to sponsor them - and loyal to companies that provide a pathway to America.

The EB-3 visa program aligns both with business' demand for labor and immigrants' desire for opportunity. Recruiting and sponsoring law-abiding immigrant workers through EB-3 visa could provide the additional manpower needed to keep Utah's trucks rolling and economy growing.

### **About eb3.work**

*eb3.work helps partner companies solve their chronic labor shortages by hiring qualified legal foreign workers via the EB-3 visa program. Their team of international recruiters and immigration attorneys provides U.S. based companies with a one stop, full-service, permanent solution when there are not enough available U.S. workers to fill their open positions. eb3.work is an proud and active allied member of the American Trucking Associations and the following State Trucking Associations:*

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# UTAH TRUCKING ASSOCIATION

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## FOSTERING POLITICAL ENGAGEMENT

As the Utah Trucking Association (UTA) continues to play a pivotal role in the state's transportation sector, it also embraces its broader civic responsibilities, providing a platform for political engagement and collaboration. Over recent months, the UTA has had the honor of hosting several esteemed Utah political figures and candidates, facilitating meaningful interactions and discussions within the community.

On November 21st, 2023, the UTA welcomed U.S. Representative Celest Maloy to its premises for her Election Night Party. This event provided an invaluable opportunity for members of the trucking industry and the wider community to engage directly with Representative Maloy, discussing pertinent issues and sharing insights.

Continuing its commitment to fostering dialogue and understanding, the UTA hosted Governor candidate and Utah State Representative Phil Lyman on December 12th, 2023. Representative Lyman's visit allowed for an exchange of ideas on matters critical to both the trucking industry and the state at large, reinforcing the importance of collaboration between political representatives and industry stakeholders.

Highlighting the UTA's significance as a venue for political events, Utah Governor Spencer Cox chose the association's building for his campaign kickoff on January 13th, 2024.

Governor Cox's decision underscores the UTA's reputation as a trusted and neutral space for engaging with various political perspectives, further solidifying its role as a cornerstone of civic engagement in Utah.

These events not only demonstrate the UTA's commitment to facilitating constructive dialogue but also underscore its willingness to contribute to the political process within the state. By opening its doors to political figures and candidates, the association provides a vital platform for exchanging ideas, fostering collaboration, and advancing the interests of the trucking industry and the broader community.

The UTA extends its heartfelt appreciation to all the staff members who have worked diligently to facilitate these events. Their dedication and professionalism have been instrumental in ensuring the success of these gatherings and reinforcing the association's commitment to promoting civic engagement and dialogue within Utah.

As the Utah Trucking Association continues to navigate the evolving landscape of transportation and civic responsibility, it remains steadfast in its mission to serve as a unifying force, bringing together diverse voices and perspectives for the betterment of the industry and the state as a whole.









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# The Only Article You Need to Understand The Cost of Factoring

Article Provided By: Outgo

At Outgo, we talk to carriers every day that want to understand how to compare prices for different factoring options.

While this should be simple, it often isn't. That's because every freight factoring company charges differently, and many have hidden fees to conceal their true cost.

We believe carriers should have complete transparency about their rates and fees. That's why we reviewed dozens of factoring contracts to **The Only Article You Need to Understand The Cost of Factoring**.

By the end of this article you will you know the following:

1. The basics of factoring rates
2. Common fees
3. How recourse agreements can cost you more

Plus, how Outgo helps you save with a clear, transparent pricing structure.

## The Basics of Factoring Rates

**Discount Rate or Factoring Rate:** This is the thing that most carriers focus on when considering freight factoring. When a freight factor buys your invoice, they buy it at 2-5% discount to its value. For example, if your invoice is worth \$1,000 and you have a 3% factoring rate, you will receive \$970. In other words you've paid \$30 to factor that invoice.

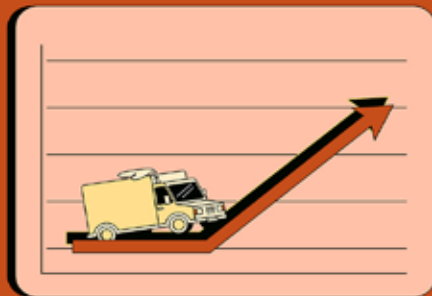
**Advance rate:** Many freight factoring companies will let you access a part of an invoice early, typically between 75-90%. For example, if you have an invoice worth \$1,000, a discount rate of 3%, and an advance rate of 80%, you will only get \$800 until the broker pays your invoice. But here's the tricky part: You'll still pay 3% of your \$1000 invoice for early funds access, but you only get \$800 in your account early. If you do the math, that's like paying a higher effective rate (3.75% in this case!)

**The true  
cost of  
factoring**





# What are the hidden costs of factoring?



## Common Types of Factoring Fees:

**Transfer fees:** Most factoring companies charge fees to move your money. The most common ways to move money are through ACH and wire transfers. These fees can run up to \$10 per transfer for ACH, or up to \$30 for each wire transfer.

**Invoice processing fees:** When a factoring company buys your invoice, it takes on the responsibility of sending an invoice to the broker and collecting on it. Some factors charge carriers extra for this work. Invoice processing fees can go as high as \$5 an invoice, which adds up if you are running a large number of loads.

**Check cashing fees:** When a broker pays your freight factoring company, they may pay by check. Some freight factoring companies charge carriers extra for this. Check cashing fees can go as high as \$15. As a carrier, this can be frustrating since you can't control how your broker pays.

**Application fees:** When you start working with a factoring company they may run a credit report or other screenings. Some freight factoring companies charge carriers extra for this. Onboarding fees are often as high as \$100.

**Misdirected payment fees:** When you start working with a freight factoring company they will inform your brokers to direct payment to pay them. Sometimes, the broker will mistakenly pay you. In this case, you are obligated to forward the payment to the freight factoring company. Many freight factoring companies will charge you a fee if this happens, even if it happens mistakenly.

## How Recourse Agreements Cost You More

**Broker recourse:** One very common type of freight factoring agreement is called a recourse agreement. In a recourse agreement a freight factoring company can collect money from you if your broker cannot pay. This can happen in cases where the broker goes bankrupt. According to the International Factoring Association, factoring companies lose between .2% and .5% of total invoice value due to insolvency. What does this mean for you? If you have a recourse agreement, you may be on the hook for those losses!

### At the end of the day....

Whether you're currently with a factoring company or shopping around for one, it's important to know exactly how much factoring costs so you can manage your cash flow. Always read your factoring agreement carefully and keep an eye out for those extra fees - they add up quickly.

Did you know? Outgo offers non-recourse factoring rates as low as 1% with no hidden fees! Outgo believes in transparency - view rates & fees here and give us a call if you have questions about your cost of factoring.

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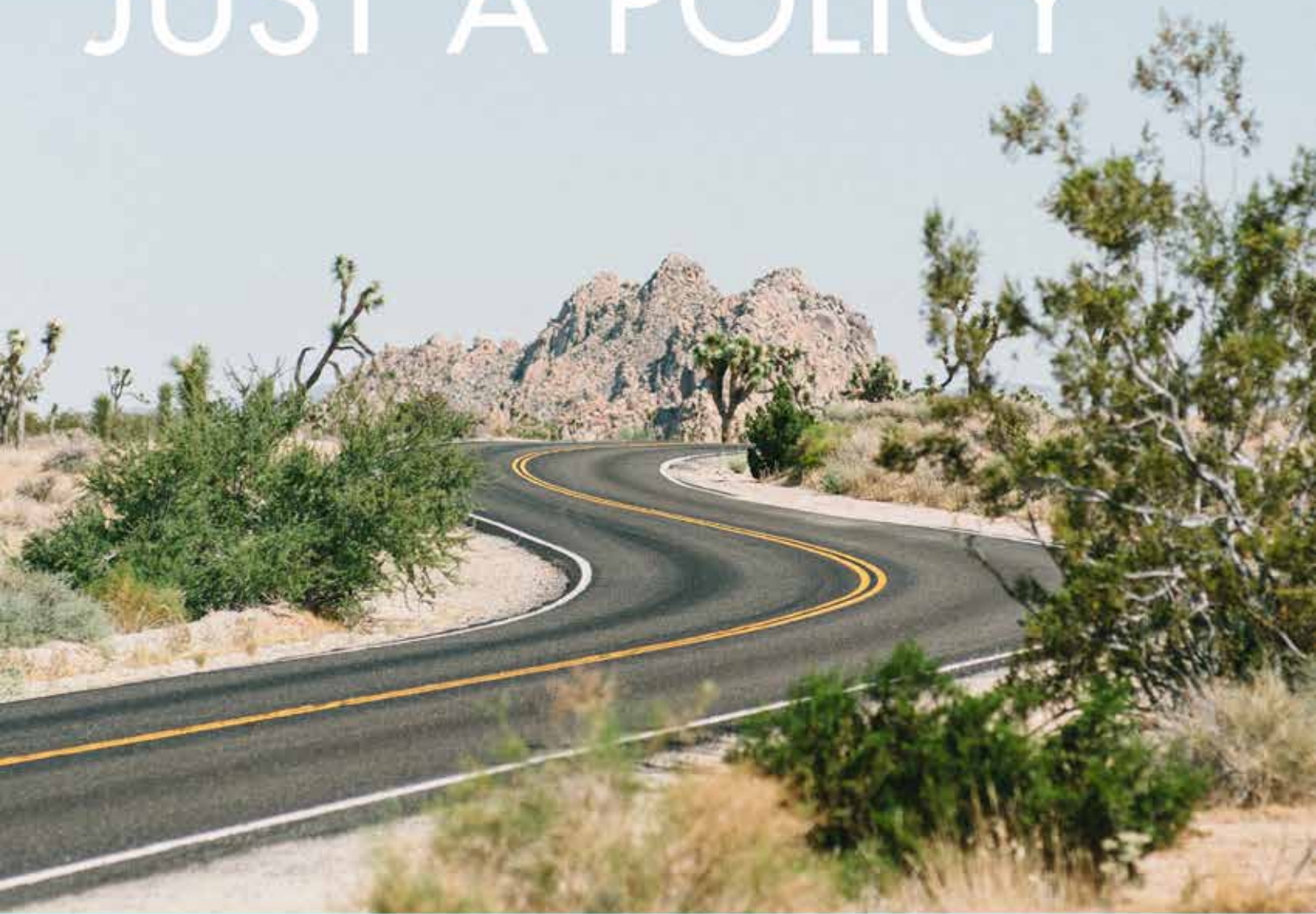
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# Utah Trucking Associa- tion 2023 ATV/UTV Jamboree

**UTAH TRUCKING**  
ASSOCIATION



The Utah Trucking Association 2023 ATV/UTV Jamboree, held on November 18th, 2023, was an exhilarating experience for all participants. Hosted at Parke Cox Trucking's terminal, the event brought together enthusiasts from across the region for a thrilling adventure through the scenic landscapes of the Arizona Strip.

Riders embarked on a journey through rugged terrain, winding their way to the breathtaking vistas of Whitmore Canyon. Despite some unexpected twists and turns, including a few unplanned detours, all participants safely navigated their way home, forging unforgettable memories along the trail.

A highlight of the day was the opportunity to pause for lunch amidst the picturesque scenery, providing riders with a moment of respite to recharge and soak in the natural beauty surrounding them.







The success of the event was made possible by the planning of Stacey Bettridge and David Ipson. Additionally, the generous support of sponsors such as Ernie's Truck Stops, Beehive Insurance, Western Cargo Services, and Parke Cox Trucking played a crucial role in bringing the event to life.

Looking ahead, the UTA extends an invitation to its members to join the ATV Committee and contribute to the planning of future rides. Those interested in getting involved should reach out to Jon Boyer at [jon@utahtrucking.com](mailto:jon@utahtrucking.com).

For more updates and information on upcoming events, visit [www.utahtrucking.com](http://www.utahtrucking.com) and stay connected with the vibrant UTA community.







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|---|----------------------|----------------------------|
| Act as plan sponsor/named fiduciary                                   | ●                    | ●                          |
| Manage plan audit   | ●                    | ●                          |
| Annual audit fee (if applicable)                                      | Market Rate          | \$2,000 Max                |
| Sign 5500   | ●                    | ●                          |
| Deliver required notices  | ●                    | ●                          |
| Review and approve termination, hardship and in-service distributions | ●                    | ●                          |

- Plan provider responsibility
- Employer responsibility

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WRITTEN BY: UTA STAFF

## UTAH TRUCKING ASSOCIATION REFLECTS ON A SUCCESSFUL YEAR AT 2023 END OF YEAR BOARD OF DIRECTORS MEETING

On December 6th, 2023, the Utah Trucking Association convened its esteemed Board of Directors for the End of Year Meeting, marking a moment to reflect on the achievements, challenges, and milestones of the past year.

This year's meeting was made even more memorable as the board had the unique opportunity to convene at the Roland R. Wright Air National Guard Base, where they had lunch, followed by a captivating recap of the year's highlights from Executive Director Rick Clasby, hear from speaker CMSGT Brian Garrett, and take a tour of the base. Thank you to the gracious hospitality extended by the base authorities.

A special note of gratitude is owed to CMSGT Brian Garrett, whose instrumental role in facilitating and organizing this exceptional event ensured its success. His dedication and support were instrumental in making the day a memorable and enriching experience for all attendees.

As the Utah Trucking Association looks ahead to the opportunities and challenges that await in the coming year, it does so with renewed vigor, unity, and determination. With the continued support and collaboration of its dedicated board members and partners the association remains steadfast in its commitment to driving excellence, promoting safety, and advocating for the continued prosperity of the trucking industry in Utah and beyond.







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