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2014 ITPA Spring Meeting - Recap

Another stellar turnout for the ITPA Spring Meeting in Chicago. It was the highest turnout at a Spring meeting in recent history.

Among the many highlights were the tours of outstanding facilities.

NTN

Have you ever wondered how a ball bearing was made? They smash malleable metal wire into balls. The machine we stood next to made 40 per second! The ground shook next to it. Later they smooth the edges and heat treat. The hub assembly plant was futuristic with many robotic processes. Tapered roller bearings are measured within microns with automated sorters to ensure perfectly smooth bearing operation. **Thank you to NTN** and their dedicated staff for their wonderful tour.

S&S
TRUCK PARTS INC
UNITED STATES | CANADA

S&S Truck Parts didn't disappoint with their tour either. At various stations, they explained their quality control and assembly processes. According to tour guides, their quality control exceeds the original manufacturer in many cases. After the tour, we were treated to a wonderful lunch. Thank you to Rick and DJ Hoffman and organized staff for their hospitality. (For the lucky attendees, they also handed out grab bags.)



2014 ITPA Spring Meeting - Recap



Truck Parts Company was next on the tours and they were ready with snacks and drinks. Roy and Margaret Berryman were on hand. A true privilege to talk with and visit legends in the industry. Grant Berryman gave tours of both buildings. Thank you to Truck Parts and the Berryman family.



Our schedule was modified due to a last minute cancellation. Luckily, **Wilkins Rebuilders Supply / Brookfield Resource Management** stepped in.

Although there wasn't much time, Josh Wilkins gave a whirlwind tour of their expanding businesses. Luckily, Josh knows how to throw a last minute party! Thank you to Josh & Pete Wilkins.



Doug Geiger moderated a employee retention panel, which included: Jake Rea from Michigan Truck Parts, Sarah Anderson from Anderson Brothers, Shawn Andringa from Vander Haag's, and Jeff Rife from Rife Heavy Duty. Some takeaways were: younger employees are different than past generations, incentivize based on performance, have employee handbooks with clear job descriptions, and thank employees.



Clay Clark, our keynote speaker, pointed out success is determined by how you use your time. He spent the first hour explaining principles and strategies to maximize your time. In the next hour he explained what attributes you need to have to move your company to the next level: Emotional Quotient and Attitudinal Quotient.

Nominations for Board of Directors Invited

Active members of ITPA are eligible to be nominated for a seat on the Board of Directors. If you would like to be a candidate please provide 3 written endorsements to be added to the ballot. Voting will take place in late summer before the Fall Meeting, October 23-25, 2014.

Nominees

Paul Cipolla (American Truck Sales & Salvage)

Paul Cipolla is the Operations Manager of American Truck Salvage and American Truck Sales. He received a BA from Williams University. He has been with the company since 2010.

Paul blends his truck experience with his business knowledge to successfully create corporate accountability with a mom and pop feel. Paul has built a strong reputation for developing strong methods, systems and controls within every aspect of the business. He never accepts the phrase “we have always done it that way” and instills that belief in his management team. Prior to his position at American Truck, Paul was a senior business analyst traveling the country analyzing small and medium size businesses identifying their strengths and weaknesses. Paul Cipolla currently resides in Chandler, Arizona with his wife Karen, their three children, Colin age 13, Caleb age 12 and Emily age 8. He enjoys horseback riding in the desert and travel.

Andy Mundy (S&S Truck Parts)

Andy Mundy started in the truck parts business in 1998 at a large construction company where he ran the shop and parts department. He assisted in rebuilding transmissions, differential, engine overhauls, and custom dump bed fabrication. Andy then moved on to work in counter sales and as a manager with CCC and TruckPro before opening the Dallas branch for S&S Truck Parts, Inc. in 2012. Andy has been active with the ITPA and has been involved with the membership and convention committees.

“I am looking forward to being a part of such a great organization as the ITPA.”
Andy Mundy S & S Truck Parts, Inc.

Sesco Management Consultants

Wednesday March 19, 2014

“Obama Signs Executive Order Expanding Overtime Application to More Salaried Employees

As expected, on March 13, 2014 President Obama issued a Presidential Memorandum to the Secretary of Labor that will have major implications for all employers – large and small, public and private. President Obama's stated goal is to *"increase dramatically the number of employees who are paid extra for overtime work"*. This will be accomplished by narrowing and redefining the requirements of the "white collar exemptions" for salaried executive, administrative, professional and computer positions.

While the memorandum provides little detail about the changes to come, SESCO predicts the Department of Labor will **raise the current minimum guarantee salary threshold of \$455 per week (\$23,660 annually), to as much as \$1,000 per week (\$52,000 annually)**. Thus, for a position to be eligible for an overtime exemption, he/she must be guaranteed at least \$52,000 per year. This annual salary is more than double the current requirements and will instantly require employers to pay overtime for those making less than the expected \$52,000.

Other changes to the exempt job criteria are likely. Currently, an employee's **primary duty** is key to determining exemption status. A new rule could require that employees perform a **minimum percentage of exempt work** before they can be exempt from overtime pay.

The directive to the Department of Labor contains **no specific timeline**, but there is speculation that the Department will publish a Notice of Proposed Rulemaking by early summer. Thereafter, **SESCO expects that these new regulations will take effect in 2015**.

Obviously these new overtime requirements will cause labor costs to explode, which of course is any employer's largest single controllable cost-the difference between a profit or loss. SESCO has expertise to assist clients in FLSA compliance with the new regulation and consulting in matters of staffing, scheduling and compensation practices. Employers are urged to start now in planning and system development in order to be ready for the enactment of the rules in 2015. “

For more information about this topic go to: sesco@sescomgt.com

Future ITPA Meeting Dates

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|-------------|---|
| 2014 Fall | Clearwater, FL; Sandpearl Resort – October 23-25, 2014 |
| 2015 Spring | Indianapolis, IN; Omni Severin – April 15-17, 2015 |
| 2015 Fall | San Antonio, TX; Hotel Valencia Riverwalk – October 15-17, 2015 |
| 2016 Fall | Ponte Verde Beach (Jacksonville), FL; The Lodge & Club -Oct 20-22, 2016 |
| 2017 Spring | Details coming soon! |
| 2017 Fall | Details coming soon! |

Berryhill Auctioneers Upcoming Auctions

Trucks & Parts of Ohio & Dale's
New Paris, OH
June 18, 2014

Geiger Truck Parts 2014
Watseka, Illinois
August 13, 2014

Dale's 2014 & Trucks & Parts of Ohio
New Paris, OH
October 15 & 16, 2014

Go to www.ITPA.com. It has interactive member maps up to the minute meeting information.