

Subject: CD News: Special Report from the Distribution Solutions Conference
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CONVENIENCE DISTRIBUTION NEWS

A W M A E X E C U T I V E U P D A T E

October 22, 2014

SPECIAL EDITION: DISTRIBUTIONS SOLUTIONS CONFERENCE



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HOT PRODUCTS:



The 2014 Distribution Solutions Conference

2014 Distribution Solutions Conference Opens in Indianapolis
About 50 representatives of 19 AWMA member companies are attending the 2014 Distribution Solutions Conference (DSC) in Indianapolis, IN, focusing on warehouse and transportation issues and checking out new products and services.

"We find great value in this conference," commented Chris Timmons, Eby-Brown Co., as he introduced a panel of speakers Tuesday afternoon. "We've been coming here for years."



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Challenges of Employment Law

Yesterday, the first of a series of four AWMA-sponsored workshops covered issues involving employment and labor law, presented by Theresa Gallion, partner, Fisher & Phillips LLP. Three more AWMA-sponsored sessions are on tap for today.

"A poor management style, people who do not treat employees with dignity and respect...these are the things that lead to employment lawsuits," cautioned Gallion, a long-time trial attorney who represents management clients.

Gallion outlined several scenarios and circumstances that can, and do, result in lawsuits filed against employers under numerous statutes, including the Fair Labor Standards Act and many others.

Some highlights of her talk included:

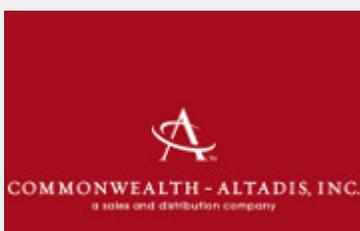
- "The behavior of your people off premises is your business. You get to regulate off-premise behavior if there is a nexus with work."
- "If somebody has been charged with criminal conduct, but not convicted, what can we do? We have a presumption of innocence until conviction in this country, but some arrests are so toxic that some employers are putting people on paid or unpaid leave until it is resolved."
- Numerous states are permitting the use of medical marijuana, which can be helpful for some patients. However, an employee should have a doctor's prescription for this. "If a person is going to smoke marijuana and does not have this, you can remove that person from the workplace and even call the police."
- Special care must be taken in dealing with drivers or those operating heavy equipment and are on prescription medication, such as opiates. Find something else for them to do until they are off those drugs.
- Employers need not provide no-smoking areas on premises and may ban all smoking, including e-cigarettes. Employers may also establish a dress and grooming code and a code of conduct.



Climbing the Mountain

The DSC began yesterday with a presentation by Alison Levine, captain of the First American Women's Everest Expedition in 2002, and who summited Mount Everest in 2010 on her second try.

She described the weather challenges that forced her team to turn back during its initial attempt, when they were within 200 feet of the summit. Many of the lessons



learned can be directly related to business success.

"You have to give yourself and your team the freedom to fail," she said. "You have to remember that nobody gets to the top of the mountain by themselves. You have to be willing to get out there and push yourself on those peaks day after day. You have to be absolutely relentless about putting one foot in front of the other."

Levine is the only American woman to have ascended the highest peaks on every continent and skied to both the North and South Poles, a feat known as the Explorers Grand Slam. She currently is adjunct professor at the U.S. Military Academy at West Point, where she lectures on leading teams in extreme environments.

Leadership Development That Works

Vince Daniels, vice president of human resources at the Shamrock Foods Co., a foodservice distributor, led a session on leadership development during which he encouraged executives to be selective when choosing employees to develop as leaders.

"You should be developing the significant few, the people who can turn the flywheel," he said, noting that encouraging an employee to lead who does not want to do so is like forcing a child to play a sport he or she does not want to play.

And, he added, "character is the most important trait—their word. It's what's ingrained."



On-board Computers

Chris Timmons, Eby-Brown Co., moderated a show-floor theater panel discussion on the use of on-board computers. Participants were Mark Botticelli, chief technology officer, PeopleNet; Tom Files, chief operating officer, Cadec Global Inc., and Jon Van Winkle, director, product management, Omnitracs LLC.

Noting that the U.S. Department of Transportation is working on electronic logging regulations, panelists predicted those new rules will not be finalized until sometime late in 2015, at the earliest.

Botticelli said drivers hours of service information, downloaded to a USB device, will be required by law enforcement officers who pull drivers over. "They want the raw data," he said.

There was discussion about whether the various on-board devices will eventually communicate and coordinate with each other to improve efficiency, as advocated by Botticelli. Van Winkle said strong competition among vendors might preclude such a development.

Other topics covered included the use of handheld devices such as tablets and preferences regarding the use of Windows, Android, or IOS-based devices.



DSC Opening Reception

The DSC opened Monday evening with a reception at the J.W. Marriott in Indianapolis the headquarters hotel for the conference. AWMA's Bob Pignato and Bob Gatty mingled with AWMA member attendees during the reception. Above L to R: Joel Jorgenson of Cadec Global, Chris Timmons and Sean Jones of Eby Brown Co., Bob Pignato. Below L to R: Bob Pignato, Tammy Weant and Rik Schrader of NCR, Bob Gatty.

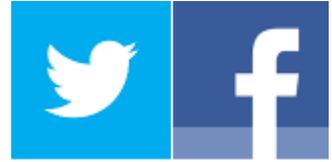


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