



Welcome to



**The Machinery Haulers Association, Inc.
2022 Fall Conference
September 7-9, 2022
Grand Geneva Resort & Spa
Lake Geneva, Wisconsin**

This TMHA Publication is Sponsored by





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TMHA Welcomes our Members, Sponsors, and Guests!
Thank You for Attending.

If your company is not a member, we hope you will consider it becoming one.
Visit us at www.machineryhaulers.org to learn more and to complete
a [Membership Application](#) or call us at 319-214-7323.

Things You'll Want to Know!

Hello! Welcome to TMHA's 2022 Fall Conference at the beautiful Grand Geneva Resort & Spa in picturesque Lake Geneva, Wisconsin. We know your time is very valuable and that your travel dollars must be carefully spent. We're pleased and happy that you decided to take time out of your busy schedule to spend a couple of days with us.

Our goal is for you to have a great conference experience. What does that look like? We want you to experience excellent, professional, specialized trucking centric presentations, beneficial opportunities to interact and network with other industry professionals, and to do it all in a first-class, relaxing, and enjoyable environment and atmosphere. We've worked hard to see that we deliver that to you over the three days we'll be together. Enjoy!

Following are some things you'll want to know to get the most out of your conference experience. If you have any questions during the conference, please feel free to address them to TMHA president, Clayton "Clay" Fisk, or to any of our board members.

1. Nearly half of our attendees will be playing **GOLF** the afternoon of Wednesday, Sept. 7. They will receive a packet of information concerning this year's TMHA Invitational Golf Classic, sponsored by **Quality Trailer Sales**, with flag event prizes provided by **Zurich North America** and golf balls provided by **Diamond Transportation System, Inc.** in advance of the 7th. Most of the rest of the meeting attendees will come in Wednesday afternoon or evening.

2. We've added a new event to this year's conference, a **Welcome Reception** to be held from 7:00 pm to 8:00 pm Wednesday evening on the Links Patio, which is located right off the Pro Shop. You can find it on the [map of the property](#). **DINING Wednesday evening** will be on your own. You can click on the link above, or right [HERE](#), to find out about the varied dining opportunities available right at the Grand Geneva Resort so you won't even have to leave the property for dinner if you don't want to. Making a reservation ahead of time is recommended though.

3. If you look at [the Grand Geneva map](#), note that most of our attendees should be lodged in Buildings 5-7. As you can see, they are across the parking lot from the Conference Center where our meeting and meals will be. **Here's where our events will be held:**

Breakfast (both Thursday & Friday): **Geneva ChopHouse**

Lunch (Thursday): **Geneva ChopHouse**

Cocktail Hour (Thurs after boat) on "**Greenview**" (opposite side of Bldg. #4 from parking lot)

Dinner (Thursday): **Linwood Ballroom**

Meeting (Thursday & Friday): **Maple Lawn B & C**

4. **BOAT RIDE:** The excursion boat ride around gorgeous Geneva Lake, sponsored by **HNI Risk Services**, is always a favorite. This year we'll be boarding a Jones Motor Coach, provided by sponsor **Landstar Transportation Logistics**, at the main entrance to the resort at **3:30 PM sharp! Do NOT be late!** Departure will be very promptly thereafter. We'll be picked up shortly after the boat ride by the same motor coach. **Do NOT get left behind.** There will be too many of us this year to count heads. It will be your responsibility to timely board the motor coach.

5. **ATTIRE:** While we are a professional organization and will be holding a professional event, we understand it can be quite warm at Lake Geneva, even in late summer. And, after all, we are going on a boat ride shortly after we adjourn the meeting for the day at 2:30 pm. You *may* have time to change clothes after the meeting, but don't be late for the bus. Then, after we return from the boat, we will be enjoying cocktails outside and then dining inside. The rule of thumb is this: *Business casual* is appropriate. A golf or company shirt and slacks is fine. During the meeting, a jacket or sport coat is fine if you are comfortable that way. There won't be many suits or neckties. There will be a few, but they are not required. We want to be professional, yet comfortable too.

The Machinery Haulers Association, Inc.
TMHA Fall Conference - September 7-9, 2022
Schedule of Events
The Grand Geneva Resort & Spa – Lake Geneva, Wisconsin

Wednesday, September 7

- 1:06 - The 4th Annual TMHA Invitational Golf Classic on Grand Geneva's "Brute" Golf Course
*Tourney Sponsored by **Quality Trailer Sales, Inc.***
*Flag Event Prizes provided by **Zurich North America***
*Golf balls provided by **Diamond Transportation System, Inc.***
- 7:00 to 8:00 – Welcome Reception (Links Patio) *Sponsored by **Transport Permits of Des Moines, Inc.***
Cocktails & Light Hors d'oeuvres

Thursday, September 8

- 7:00 Breakfast & Networking (Geneva ChopHouse) *Sponsored by **Kunkel & Associates, Inc.***
- 8:00 Welcome (Maple Lawn BC)- Clayton Fisk, President & COO
Invocation – Steven Todd, ProMiles Software Development Corporation
Opening of Meeting - Lance Votroubek, Chairman of the Board
Pledge of Allegiance
Introductions of Members & Guests
Sponsor Recognition
Matters of Interest, Meeting conduct & Anti-trust Policy
- 8:15 **Award Presentations – 2021 Truck Fleet Safety Contest** *sponsored by **HNI Risk Services, LLC***
- 8:30 **Brian Fielkow** – Speaker, Author & Consultant
- 9:45 Break
- 10:00 **David Heller** – Sr. Vice President of Safety & Government Affairs | Truckload Carriers Association
- 11:00 **Brett Stevenson** – Vice President of Business Development | IDELIC
- 12:00 Lunch (Geneva ChopHouse) *Sponsored by **Great West Casualty Company***
- 1:00 TMHA "**Spotlight**" on Allied member **Brown & Brown Inc.** *presented by **Dave Wittwer**, Executive VP*
- 1:30 **Melanie Evans** – Director of Safety | Landstar Transportation Logistics, Inc.
- 2:30 Adjourn for the day
- 3:30 Meet @ Main Entrance - board Jones Motor Coach...*Sponsored by **Landstar Transportation Logistics***
- 4:00 Cruise on Geneva Lake *sponsored by **HNI Risk Services, LLC***
- 6:00 Board the Jones Motor Coach back to the Grand Geneva Resort
- 6:30 Social Gathering (on the "Greenview") *Sponsored by **TAB Bank***
- 7:30 Dinner at the Grand Geneva Resort (Linwood Ballroom) *Sponsored by **XL Specialized Trailers, Inc.***

Friday, September 9

- 7:00 Breakfast & Networking (Geneva ChopHouse) *Sponsored by **ProMiles Software Development Corp.***
- 8:00 **Jay Starrett & Steven Stanaszak** – Partners | Scopelitis Law Firm
- 9:00 **Mary Beth Hughes** – Partner | Scopelitis Law Firm
- 9:45 Break
- 10:00 **Round-table discussion**
Facilitator - **Rob Mosely** | Moseley Marcinak Law
Panelists – **Mehdi Arradizadeh** | Anderson Trucking Service, Inc.; **John Simms** | HNI Risk Services, LLC
& **Milton Van Horn** | Carrier One, Inc.
- 11:30 Wrap-up & Adjournment

Registered Conference Attendees

<u>NAME</u>	<u>COMPANY</u>
Matt Amhof	Amhof Trucking, Inc.
Kela Ganzer	Amhof Trucking, Inc.
Mitch Amhof	Amhof Trucking, Inc.
Randy Amhof	Amhof Trucking, Inc.
Dianna Amhof	Amhof Trucking, Inc.
Roger Amhof	Amhof Trucking, Inc.
Cheri Amhof	Amhof Trucking, Inc.
Mehdi Arradizadeh	Anderson Trucking Service, Inc.
Rose Augustin	National Interstate Insurance Company
Rachelle Baker	Searcy Trucking Ltd.
Norm Blagden	Searcy Trucking Ltd.
Scott Boehm	West Chester Permit
Geary Buchanan	Buchanan Hauling & Rigging
Becky Buchanan	Buchanan Hauling & Rigging
Nick Caputo	Express Companies
Jon Coca	Diamond Transportation System, Inc.
Melissa Brown	Diamond Transportation System, Inc.
Mike Connell	Bennett Motor Express, LLC
Myrna Connell	Bennett Motor Express, LLC
Jeff Davis	Hudson Insurance Group
Joe Dewey	XL Specialized Trailers, Inc.
Mike Dotson	Tucker Freight Lines
Nick Erdmann	Transport Security, Inc.
Melanie Evans	Landstar Transportation Logistics, Inc.
Todd Felty	Mercer Transportation Company
Laurie Felty	Mercer Transportation Company
Brian Fielkow	Business Leader, Speaker, Author, Consultant
Clayton Fisk	The Machinery Haulers Association, Inc.
Scott Franzen	TAB Bank
Dave Gallano	Gallano Trucking, Inc.
Denise Golemb	ProMiles Software Development Corporation
David Heller	Truckload Carriers Association
Tom Hiatt	XL Specialized Trailers, Inc.
Angel Hilburn	Hilburn Trucking, Inc.
Wayne Hilburn	Hilburn Trucking, Inc.
Duncan Hiler	Total Quality Logisitcs
Mary Beth Hughes	Scopelitis Law Firm
John Joines	Great West Casualty Company
Caroline Kieltyka	American Assoc. of State Highway & Trans. Officials
Joshua Kostraba	Total Quality Logistics
Gary Kunkel	Kunkel & Associates, Inc.
Rebecca Larson	HUB International
Todd Richardson	HUB International
Tony Leone	Hunt Transportation, Inc.
Karen Loree	Zurich North America

Rob Moseley	Moseley Marcinak Law
Winston Ostergard	Hunt Transportation, Inc.
Aaron Peterson	Peterson Transportation, Inc.
Carol Prazma	HNI Risk Services, LLC
William Prester	HNI Risk Services, LLC
Bob Schmitt	Tucker Freight Lines
Adam Shouse	US Cargo Control
John Simms	HNI Risk Services, LLC
Connor Simpson	Warren Transport, Inc.
Hannah Smyczynski	Carrier One, Inc.
Mike Spalla	Kunkel & Associates, Inc.
Chad Spotz	Gallano Trucking, Inc.
Steve Stanaszak	Scopelitis Law Firm
Christine Stanaszak	Scopelitis Law Firm
Jay Starrett	Scopelitis Law Firm
Brett Stevenson	IDELIC
Tim Sulentic	Transport Permits of Des Moines, Inc.
Bob Terneus	ProMiles Software Development Corporation
Steven Todd	ProMiles Software Development Corporation
Milton Van Horn	Carrier One, Inc.
Lance Votroubek	Warren Transport, Inc.
Jennifer Duffy	Warren Transport, Inc.
Michael Webb	ProMiles Software Development Corporation
David Welsh	Quality Trailer Sales, Inc.
Dave Wittwer	Brown & Brown Insurance



TMHA Safety & Security Conference Speakers



MEHDI ARRADIZADEH, Vice President of Safety and Risk Management with **Anderson Trucking Service, Inc.** since 2010, has been in the trucking, insurance & Safety industries for the past 30 years and has learned safety through trucking litigation. Mehdi's accomplishment has been to develop blueprint of aggressive claims management, with emphatic, truth/honesty & transparency in handling claims. Mehdi is also heavily invested in driver behavioral change instead of accident ratio or firing of drivers. With behavior change, Mehdi believes, severity of accidents will go down. Mehdi started with Schneider National in the claims department and moved up to become a Director of Claims. Mehdi then moved to Covenant Trucking in 2009 as the

Director of Claims and Security, prior to his move to ATS.



MELANIE EVANS, a Certified Director of Safety, serves as the Director of Safety for **Landstar Transportation Logistics Inc.**

In her role, Melanie is responsible for creating, implementing, updating and maintaining Landstar's safety programs. She leads the team that educates the more than 10,000 business capacity owners, Landstar's term for independent owner-operators leased to the Company, on the importance of safety. Since joining the company in 2009, she has held multiple positions dedicated to Landstar's Safety Services.

In addition to her dedication to safety at Landstar, Melanie is a safety stakeholder in the transportation industry. She is a past Safety Professional of the Year with the Illinois Trucking Association and is involved with the committees and membership of several industry organizations, including:

- Commercial Vehicle Safety Alliance
- Truckload Carriers Association
- American Trucking Associations - Safety Management Council
- Trucking Industry Defense Association
- Illinois Trucking Association
- Machinery Haulers Association
- North American Transportation Management Institute
- National Safety Council Road to Zero Coalition.

Melanie resides in Rockford, Illinois.



BRIAN FIELKOW is a business executive and an engaging speaker, author, and consultant. He has presented internationally to tens of thousands of people on building vibrant company and safety cultures.

Brian is at the forefront of creating long-term value, developing people, and building positive company and safety cultures. "Strong on the inside, unbeatable on the outside," he sets non-negotiable core values as a synergistic leader, growth strategist, and business value creator.

Brian is a people- and capability-builder who unlocks potential in individuals and teams to maximize performance, profits, and competitive advantage.

Brian is credited with enabling 2 successful exits: The Peltz Group to Waste Management and Jetco to The GTI Group.

In addition to his consulting activities, Brian serves as a strategic advisor to and board member of The GTI Group. Previously, as the CEO and Founder of Jetco Delivery LLC, Brian grew the team to a diverse 240+ workforce, creating a cohesive culture focused on a safety-focused environment and diversity, equity, and inclusion mindset. He achieved an attrition rate of less than 20%, significantly less than the 100%+ industry average.

Brian is the author of several books and articles including *Leading People Safely: How to Win on the Business Battlefield*. His new book, *Unbeatable Engagement*, will publish in 2023.

HONORS & AWARDS

One of National Safety Council's 2022 CEOs Who "Get It!"

One of Houston's Most Admired CEOs by Houston Business Journal

Entrepreneur Magazine: One Of 360 Businesses Mastering the Art & Science of a Growing Business

National Safety Council Distinguished Service to Safety Award

Fleet Owner Magazine – Top Trucking Industry Influencers

One of Heavy Duty Trucking Magazine's 2022 Fleet Innovators



DAVID HELLER is the **Senior Vice President of Safety & Government Affairs** for the **Truckload Carriers Association (TCA)** and is responsible for communicating and interpreting all trucking-related regulations – safety, legislative, and otherwise – to the membership of TCA and our congressional representatives on Capitol Hill.

Heller regularly develops and authors comments regarding trucking industry mandates based upon association policies and principles and serves as staff liaison for all federal and state legislative and regulatory issues pertaining to the Department of Transportation and other related federal agencies. As a routine part of his job, he supports the association membership in the resolution of technical inquiries on the trucking industry, with particular emphasis on the Federal Motor Carrier Safety Regulations (FMCSR).

As evidenced by his participation in FMCSA's Entry Level Driver Training Advisory Committee (ELDTAC), Heller has become a recognized industry expert in trucking. Heller is also one of the few association executives who has earned his certification from the North American Transportation Management Institute (NATMI) as a Certified Director of Safety (CDS).

Heller is regularly sought after for commentary on national news networks such as CNN and FOX News, to name just two. He has appeared multiple times on the Dave Nemo Show and Road Dog Trucking News with Mark Willis to explain TCA's position on key legislative and regulatory issues, has spoken on issues to multiple industry-based trade associations, and authors a monthly column for *FleetOwner*, a national publication pertaining to trucking. He is regularly approached for comment on industry-relevant matters by top trucking trade publications and offers a quarterly webinar to TCA members that provides updates on important industry issues such as ELDs, Hours of Service, and Testing for Drugs and Alcohol.



MARY BETH HUGHES, a Partner with the law firm of **Scopelitis, Garvin, Light, Hanson & Feary**, is a Milwaukee-based attorney who practices in the area of worker's compensation law, including litigating Wisconsin worker's compensation cases and counseling employers on issues related to health and safety, accommodating disabilities, and other employment-related decisions following a work injury.



ROB MOSELEY, Founding Partner, **Moseley Marcinak Law Group LLP**
Greenville, SC Rob.moseley@momarlaw.com 864-380-5339

Rob's entire practice has been focused on the transportation and logistics industry. He has tried more than 80 cases to jury verdict in federal and state courts and has decades of experience representing trucking companies, brokers, logistics companies and their insurance carriers in disputes involving commercial transportation accidents, federal and state safety regulations, freight claims, and insurance coverage disputes.

For several insurance companies and regional and national motor carriers, Rob serves as national counsel managing active litigation in 20 to 30 states at any given time.

Rob has developed a team of lawyers versed in the world of freight claims. The terms Carmack Amendment, Himalaya Clause, and on-hand notice are nothing new here. Rob has also obtained acclaim in pursuing cases for his collection of freight charges from shippers, including government agencies.

Transportation contracting is an area where Rob concentrates on reviewing and drafting shipping contracts and tariffs. He has defended brokers in negligent selection cases and is on the forefront of arguments related to federal preemption. Broker liability cases are not unfamiliar territory. Rob has handled some of the most serious and noteworthy broker liability cases in the country.

One of Rob's assets is his ability to advise trucking companies on proactively assessing and addressing risk, both internally and externally, as well as planning for growth and development.

Independent contractors can be a troublesome area for motor carriers. Rob works with motor carriers to manage contractual relations and negotiate the Federal Regulations and decisions.

After law school, Rob clerked for Judge Joseph F. Anderson Jr. on the U.S. District Court for the District of South Carolina.

Court Admissions

- U.S. Court of Appeals, Federal Circuit- U.S. Court of Appeals, Fourth Circuit
- U.S. Court of Appeals, Tenth Circuit- U.S. Court of Appeals, Eleventh Circuit
- U.S. Court of Federal Claims
- U.S. District Court, District of South Carolina

Bar Admissions - South Carolina

Education

- University of South Carolina School of Law, JD, Salutatorian
- The Citadel - The Military College of South Carolina, BS Political Science, Valedictorian

Memberships

- American College of Transportation Attorneys o Past Chairman
- Transportation Lawyers Association
- South Carolina Trucking Association, Board of Directors
- American Trucking Associations
- Safety & Loss Prevention Management Council
- SMC
- Education Advisory Committee
- Conference of Freight Counsel
- Association of Transportation Professionals
- Motor Carrier Educational Foundation, honorary member



JOHN SIMMS is a senior level risk management professional with more than 35 years of experience in the transportation industry. John leads the **HNI Risk Services** Business Advisory Team in their Illinois Office.

John and his team specialize in advancing company cultures which has a large impact on risk management, loss prevention, safety, and compliance. Using the HNI developed “Boots on the Ground Strategy” which features the Day in the Life, an Organizational Assessment Process, John’s team gains extensive knowledge of how each organization operates.

John has a wealth of experience and passion for working to help clients establish proper processes, procedures, measurements, and strategic initiatives that will enable them to work toward continuous improvement in loss reduction, resulting in reduced risk exposure and increased profitability for their organization.



STEVE STANASZAK, a Partner with the law firm of **Scopelitis, Garvin, Light, Hanson & Feary**, focuses on trial court litigation of catastrophic injury, disfigurement, and wrongful death claims as well as the defense of employment-related claims against employers. His practice also involves assisting clients by coordinating emergency response accident investigation, reconstruction and evidence preservation, and engaging in comprehensive pre-suit claim analysis and valuation for catastrophic injury claims.



JAY STARRETT, a Partner with the law firm of **Scopelitis, Garvin, Light, Hanson & Feary**, is a trial attorney who devotes his practice to the defense of transportation clients in catastrophic injury claims. He has had in excess of 40 trials on behalf of those transportation clients. Jay has acted as National and Regional counsel for multiple motor carriers. Jay has served three terms on the board of directors for the Transportation Defense Industry Association (TIDA), has been elected to the American Board of Trial Attorneys (ABOTA), and also elected to the American College of Transportation Attorneys (ACTA).



BRETT STEVENSON joined **IDELIC** in 2019 with a passion to get drivers home safe each and every night. He currently serves as the VP of Business Development focused on partnerships in the insurance space.

He has also led Partnership efforts and other strategic initiatives at IDELIC. Prior to joining IDELIC, Brett worked in Private Equity and M&A, most recently at Worthington Industries.

He received a B.S. in Economics from Utah State University and an M.B.A. from Carnegie Mellon University. He currently resides in Pittsburgh with his wife Kristin and three children.



Milton Van Horn

Director of Safety | Carrier One, Inc.

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F: (866) 680-4438

www.CarrierOneInc.com

(21) years in the United States Air Force

1971-1992: Senior Master Sergeant (ret.)

1992- 2007: OTR Flatbed Driver Operating Spread Axle, Tri-axle, Quad-Axle,
Short Doubles and Turnpike Doubles

2007 – 2012: Director of Safety, Falcon Transport Co.

2012 – 2014: Area Training Manager, Republic Services

2014 - 2018: Director of Safety, Falcon Transport Co.

2018 – Present: Director of Safety, Carrier One, Inc.

Education:

Associate Degree from Columbia College in General Studies

Associate Degree from Instructor Technology Community College of the United States Air Force



TMHA Thanks its Generous Fall Conference Sponsors

Wednesday TMHA Golf Outing – Quality Trailer Sales



Golf Outing flag event prizes – Zurich North America



Golf balls provided by – Diamond Transportation System, Inc.



Wednesday Welcome Reception – Transport Permits, Inc.



Thursday Breakfast – Kunkel & Associates, Inc.



Thursday Luncheon – Great West Casualty Company



Thursday Scenic Boat Cruise – HNI Risk Services LLC



Motor Coach – Landstar Transportation Logistics, Inc



Thursday evening Social Gathering – TAB Bank



Thursday evening Dinner – XL Specialized Trailers, Inc.



Friday Breakfast – ProMiles Software Development Corporation



Electronic Meeting Booklet – Gallano Trucking, Inc.



Audio / Visual System – Warren Transport, Inc.



TMHA Thanks its Generous Premiere Sponsors!

PLATINUM

HNI Risk Services, LLC

"We Love Truckers"

Sponsor of TMHA Truck Fleet Safety Contest
Sponsor of Annual Geneva Lake Boat Excursion



GOLD

Great West Casualty Company

"Trucking is Our Business Our Only Business"



SILVER

Brown & Brown Insurance

It's Time to Rethink Insurance.



BRONZE

Hudson Insurance Group

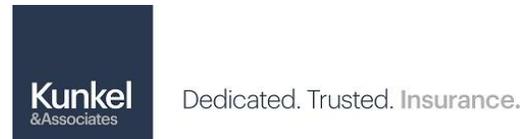
"Committed to Providing Superior Specialty Insurance Products"



BRONZE

Kunkel & Associates, Inc.

Dedicated. Trusted. Insurance.



EVENT

XL Specialized Trailers, Inc.

Sponsor of "The Dave Nemo Show"
at the 2021 Annual Meeting



TMHA Motor Carrier Members



HILBURN
TRUCKING, INC.



TMHA Allied Members



Dedicated. Trusted. Insurance.



TMHA Board of Directors

Chairman

Lance Votroubek
Warren Transport, Inc.



Immediate Past Chairman

Heather Johnson
Landstar Transportation Logistics



First Vice Chairman

Randy Amhof
Amhof Trucking, Inc.



Director-at-Large

Dave Gallano
Gallano Trucking, Inc.



Treasurer

Jon Coca
Diamond Transportation System, Inc.



Director-at-Large

Wayne Hilburn
Hilburn Trucking, Inc.



TMHA Calendar of Upcoming Events

September 7-9, 2022

2022 Fall Conference

Venue: Grand Geneva Resort & Spa

Location: Lake Geneva, Wisconsin



April 4-6, 2023

2023 Annual Meeting & Management Conference

Venue: Paris Las Vegas Resort & Casino

Location: Fabulous Las Vegas, Nevada



August 21-23, 2023

2023 Fall Conference

Venue: Grand Geneva Resort & Spa

Location: Lake Geneva, Wisconsin



Guidelines for Conduct at TMHA Meetings

Potential antitrust violations are inherently present at all meetings of trade associations because an essential element of antitrust violation -- a combination of competitors -- exists. Discussions can generally involve any subject without raising antitrust concerns if they are kept free of even the suggestion of restraint of trade, or the selection of suppliers, customer, or prices.

Examples of conducts that clearly restrains competition and is presumptively unlawful include:

- (A) Agreements to raise, lower, stabilize, or in any other way establish price, or factors related to price, such as costs, wages, discounts, credit terms, or profit levels (discussion of past prices may also be suspect);
- (B) Discussions concerning what constitutes a "fair" profit level;
- (C) Agreements to allocate or control markets, sales territories, customers or geographic territories;
- (D) Agreements to restrict or affect the availability of products or services, or the terms or conditions of their sale;
- (E) Discussions of the ethics or propriety of pricing practices, such as price adjustments, discounts, and credit terms, or whether said practices constitute an unfair trade practice;
- (F) Agreements requiring customers to purchase an ancillary item or service in order to buy the desired product or service;
- (G) Agreements to refrain from competing;
- (H) Agreements refusing to deal with third parties (boycotts).

Other areas to be scrutinized for antitrust compliance include discussions concerning membership, fees and services for members and non-members, statistical programs, joint research programs, standard-setting, group buying and selling programs, and certification.

TMHA seeks to avoid antitrust violations in connection with Association activity, so participants should avoid engaging in conduct – in meetings or socially – that gives even the appearance of an impermissible conversation, agreement, alliance, or impropriety.

Meetings should be conducted in such a way as to minimize allegations of antitrust improprieties. A specified agenda and related topics should be adhered to and minutes should be taken. Participants always have the right to object to discussing any subject. Those chairing meetings should avoid discussing or making recommendations on subjects of questionable legality and should halt discussions of impermissible subjects. Less sensitive but suspect subjects, such as matters relating to data collection, cooperative research, and standard-setting, should be deferred until counsel can be consulted. Secret or "rump" meetings held when official meetings are scheduled should be avoided.

Disregard of these considerations can result in antitrust exposure for the Association, the individuals, and the companies involved. Civil and criminal penalties apply, and private rights of action are available to those alleging business interference or economic injury.

