

TPP Profitability Seminar

Agenda

December 12, 2017

8:00 AM – 4:00 PM

Renaissance Chicago O'Hare Suites

Meeting Facilitators: Jack Porter, Managing Director, TCA Profitability Program
Chris Henry, TCA Profitability Program
Spencer Tenney, The Tenney Group
John Lyboldt, President, Truckload Carriers Association

❖ **7:30 AM Continental Breakfast in Meeting Room**

❖ **Call to Order @ 8 AM**

- Opening Comments
- Review the Agenda & Housekeeping
- Anti-Trust Review
- Roundtable Introductions

❖ **“Hot Topics” – Each Carrier address the following Questions:**

- How are you reviewing your current Capacity opportunities in the face of a higher demand?
- What is your Forecast for Growth in your Top Line Revenue in 2018, and why?

❖ **TPP Survey Review – Part 1**

❖ **Building a Higher Performing Operations Structure with Incentive – Based Pay**

- Performance Pay vs. Bonus Pay
- Pay Structure Criteria & What % of Pay
- Benefits & Things to Consider
- Core Requirements
- Other & Open Discussion

❖ **Becoming Gross Margin Focused using the Golden Ratio**

- Review methodology – Variable / Fixed / Admin
- Macro – Financial Statements, Weekly Indicators

- Micro – Shipper and Driver Scorecards

- ❖ Lunch @ Noon

- ❖ 7 Best Practice for Succession Planning – Spencer Tenney
 - This presentation highlights how owners can avoid the pitfalls of transferring ownership that commonly affect trucking businesses, particularly family owned companies. Protecting family relationships, being fair to key employees, and being fair to yourself can be a difficult balancing act. Tenney Group shares the playbook for checking all the boxes.

- ❖ Key Pitfalls of Poor Driver Management

- ❖ InGauge Market Trends - The TPP Index

- ❖ Adjournment