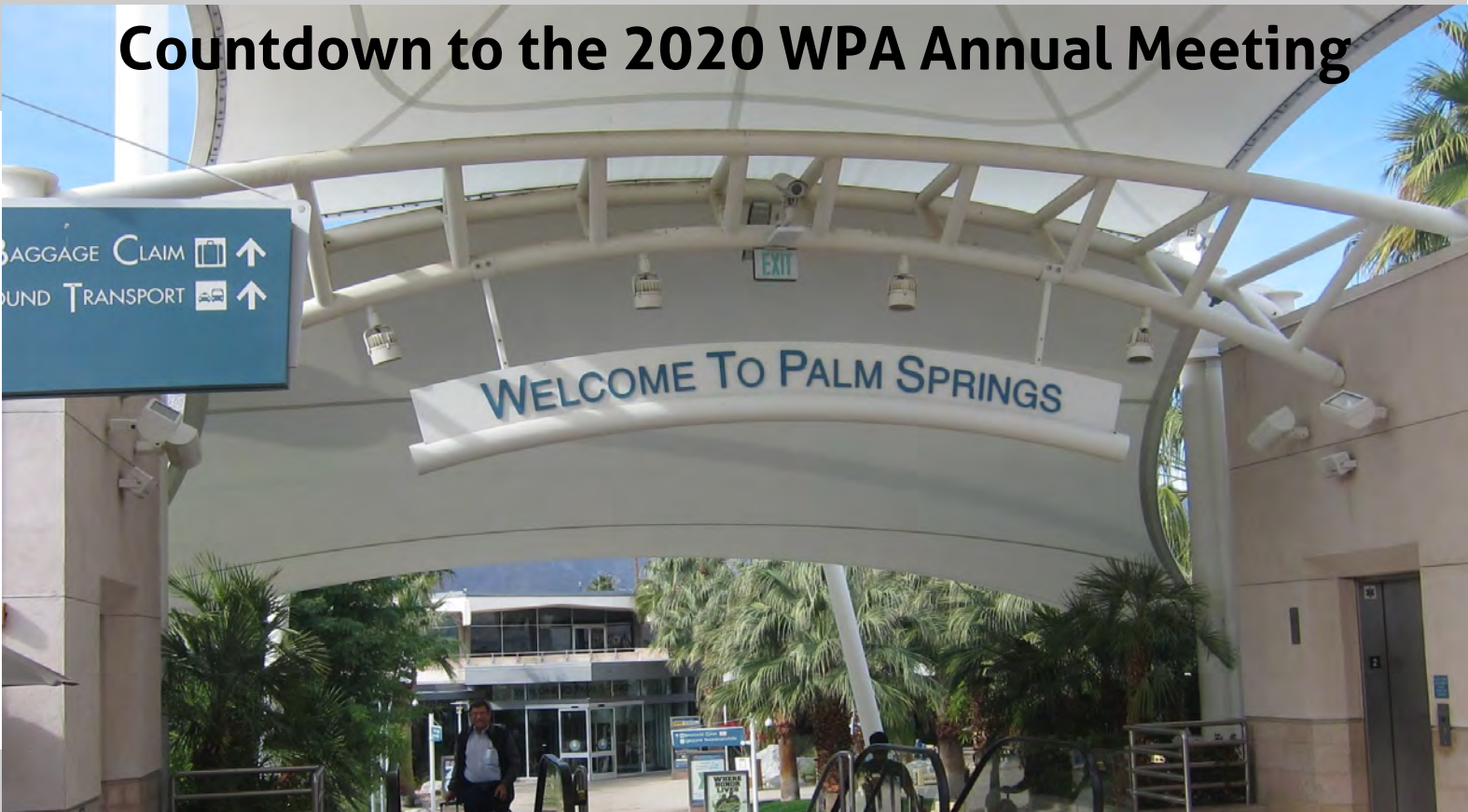


# Western Pallet

Magazine for WPA Members  
October 2019

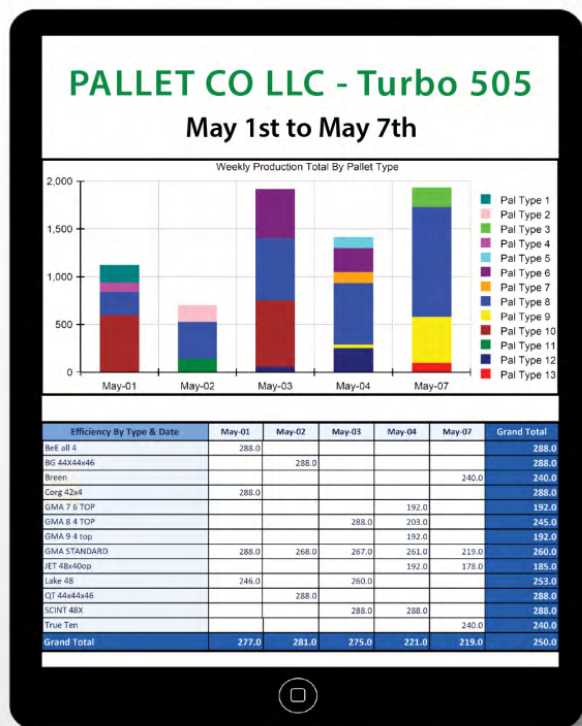
Magazine

## Countdown to the 2020 WPA Annual Meeting



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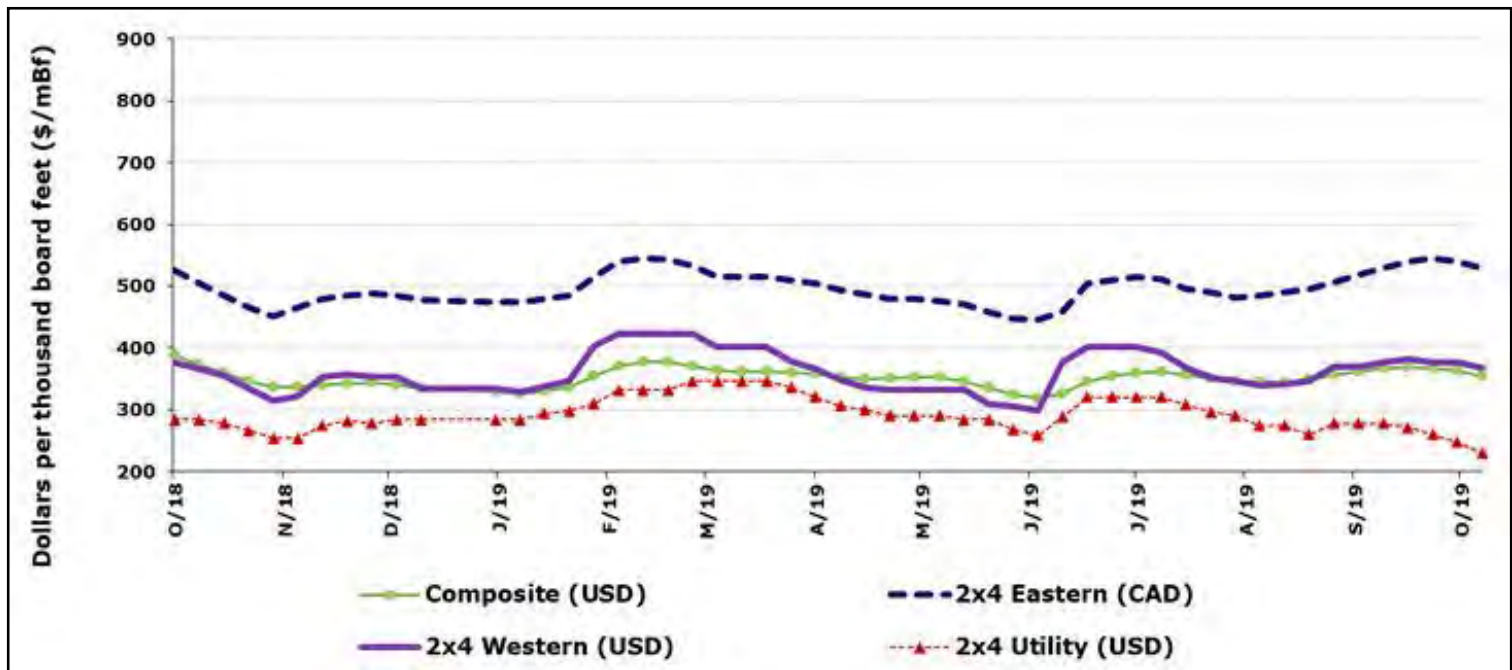
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# North American Softwood Prices

Weekly softwood lumber prices to October 16, 2019 are shown below, sourced at <http://www.nrcan.gc.ca/forests/industry/13309>.



## WPA Welcomes New Member

The Western Pallet Association is pleased to introduce the following new member:

Regina Smith  
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PH: (541)689-7950  
Web: [www.senecasawmill.com](http://www.senecasawmill.com)  
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- ⇒ Strategies for better business practices
  - ⇒ Fire codes and prevention
  - ⇒ Wood waste panel
  - ⇒ Alternative insurance strategies
  - ⇒ Labor issues
  - ⇒ WPA's Long Range Plan
- .....and more!

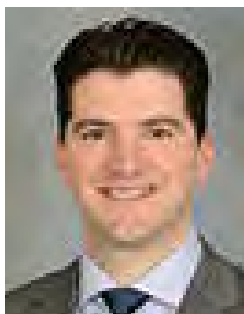


For more information visit [www.westernpallet.org/2020](http://www.westernpallet.org/2020)



# Meet the Speakers

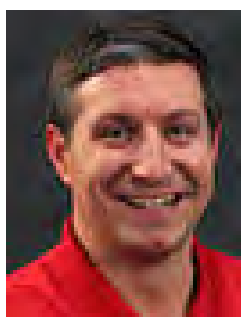
## 2020 WPA Annual Meeting



**Brad Gething**  
**NWPCA**  
NWPCA and Fire Code  
Update: Industry Solutions  
from Coast to Coast



**Guy Gruenberg**  
**Rose Pallet**  
What's Next? Discover New  
Opportunities, Uncover  
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**Biomass Issues Panel**  
Wood Waste  
Residuals, Wooden  
Pellets, Animal  
Bedding, Waste &  
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Panel from left to right:

**Joe Flood, MEAJM**

**Ray Gutierrez, Commercial Lumber and Pallet**

**Rodney Wadel, R&R Pallet of Garden City, Inc.**

**Nick Korn, Rotochopper, Inc.**



**Grady Marshall**  
**Sequoia Risk Partners**  
Captive Insurance: Risks  
and Benefits



**Leigh Greenwood**  
**The Nature Conservancy**  
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Wood Packaging



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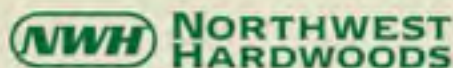
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### **Exhibit Cost**

**\$300 - until Nov 1st, \$400 - Nov 1st**  
Exhibitors must be members of WPA with dues current, sign up and pay for an exhibit space, and pay the annual meeting registration fee - online meeting registration opens October 1st.

Exhibit space includes a skirted, 8' table arranged around the periphery of the meeting room. Additional amenities available through the Rancho Las Palmas Resort & Spa and are the responsibility of the Exhibitor.

**Exhibit space is limited. Sign up for exhibit tables opens at 8:00 AM PDT on September 5, 2019.**

### **Exhibit Schedule**

- **Saturday, January 18th - 5:00 - 6:30 PM**  
• Exhibit Showcase during WPA welcome reception
- **Sunday, January 19th - 7:00 - 8:00 AM**  
• Exhibit Showcase during WPA breakfast
- **Sunday, January 19th - 12 Noon - 1:00 PM**  
• Exhibit Showcase during WPA lunch
- **Monday January 20th - 8:00 AM - 9:00 AM**  
• Exhibit Showcase during WPA breakfast

Set-up starts at 12:00 Noon, Saturday, January 18th, and should be ready by 5:00 PM, just in time for the welcome reception. Breakdown can start after 11:00 AM, Monday, January 20th and completed by 2:00 PM.



### **2020 WPA Annual Meeting**

**January 17-21, 2020**

**Rancho Las Palmas Resort & Spa  
Rancho Mirage, CA**

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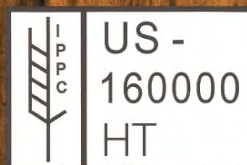
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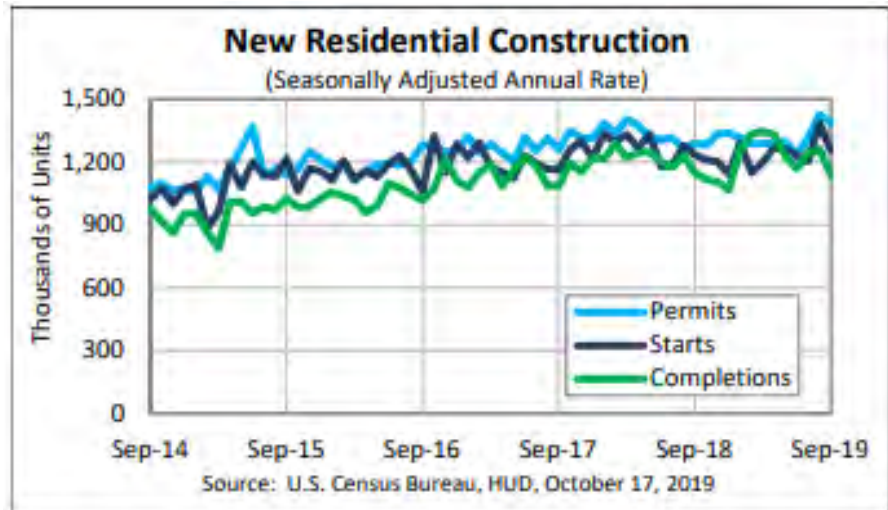
# Residential Construction, Sept. 2019

*Released September 18, 2019 (www.census.gov)*

The U.S. Census Bureau and the U. S. Department of Housing and Urban Development jointly announced the following new residential construction activity for September 2019:

## Building Permits Down 2.7%

Privately-owned housing units authorized by building permits in August were at a seasonally adjusted annual rate of 1,387,000. This is 2.7% below the revised August rate of 1,425,000 but is 7.7% above the September 2018 rate of 1,288,000. Single-family author-izations in September were at a rate of 882,000; this is 0.8% above the revised August figure of 875,000. Authorizations of units in buildings with five units or more were at a rate of 470,000 in September.



## Housing Starts

Privately-owned housing starts in September were at a seasonally adjusted annual rate of 1,256,000. This is 9.4% below the revised August estimate of 1,386,000, but is 1.6% above the September 2018 rate of 1,236,000. Single-family housing starts in September were at a rate of 918,000; this is 0.3% above the revised August figure of 915,000. The September rate for units in buildings with five units or more was 327,000.

## Housing Completions

Privately-owned housing completions in September were at a seasonally adjusted annual rate of 1,139,000. This is 9.7% below the revised August estimate of 1,262,000 and is 1% below the September 2018 rate of 1,150,000. Single-family housing completions in September were at a rate of 852,000; this is 8.6% below the revised August rate of 932,000. The September total for units in buildings with five units or more was 285,000.



# EPA Diesel Fuel Update

## Updated October 21, 2019

### Pending Home Sales Grew 1.6% in August

Pending home sales increased in August, a welcome rebound after a prior month of declines, according to the National Association of Realtors®. Each of the four major regions reported both month-over-month growth and year-over-year gains in contract activity.

The Pending Home Sales Index climbed 1.6% to 107.3 in August, reversing the prior month's decrease. Year-over-year contract signings jumped 2.5%. An index of 100 is equal to the average level of contract activity.

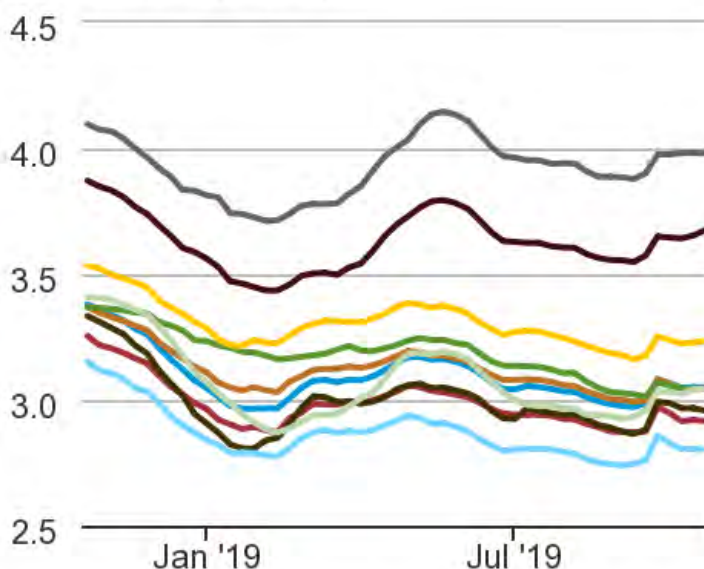
"It is very encouraging that buyers are responding to exceptionally low interest rates," said Lawrence Yun, NAR chief economist. "The notable sales slump in the West region over recent years appears to be over. Rising demand will re-accelerate home price appreciation in the absence of more supply."

All regional indices are up from July, with the highest gain in the West region. The PHSI in the Northeast rose 1.4% to 94.3 in August and is now 0.7% higher than a year ago.



### On-Highway Diesel Fuel Prices

(dollars per gallon)



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 — Lower Atlantic — Midwest  
 — Gulf Coast — Rocky Mountain  
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Source: Energy Information Administration

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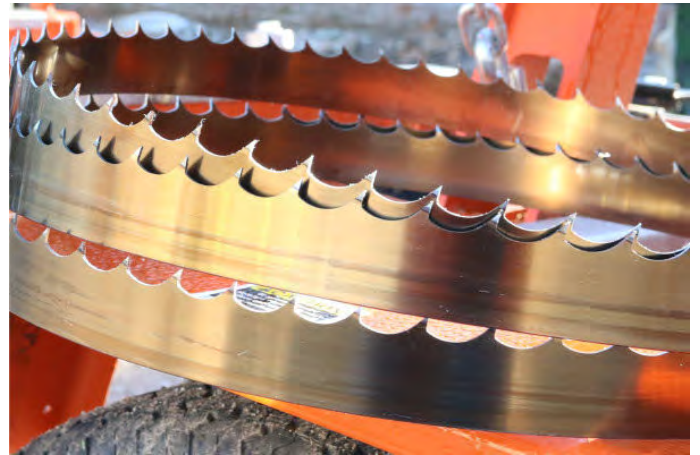
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# Wood-Mizer Introduces Turbo 747 High-Performance Sawmill Blades

Wood-Mizer has introduced its Turbo 747 high performance sawmill blade engineered for all band sawmill and resaw makes and models, horsepower ratings, and sawing applications. Available in SilverTip Carbon and DoubleHard High Alloy steel material, Turbo 747 sawmill blades feature a deep capacity gullet for less sawdust on the board, extreme back angle for faster sawing speeds, and sharp penetrating points for increased sawing accuracy.



The new Turbo 747 sawmill blade joins the industry favorite Wood-Mizer Turbo 7 blade profile that has proven itself in the industry since 2013. The first Turbo 7 blade was engineered specifically for high production, high horsepower, and high feed rate operations throughout the world. With the introduction of the new Turbo 747 degree profile designed for any make and model of sawmill equipment, Wood-Mizer's exclusive Turbo 7 and Turbo 747 degree blades set the industry standard for high performance sawmill blades for all sawmill operations.

"Wood-Mizer is committed to providing the best sawmill blades in the industry for all sawmilling equipment and applications," said Randy Panko, Wood-Mizer Blades Sales Manager. "After extensive field testing, the new Turbo 747

blade has resulted in increased feed rate, accuracy, and sharp life in all horsepower levels and sawmill equipment models. With the blade's steep sloped back angle and proven 7 degree hook angle, sawyers can try it on everything they saw and take on even the most challenging sawing applications."

The Wood-Mizer Turbo 747 sawmill blade is now available to order direct, online at [woodmizer.com](http://woodmizer.com), or through authorized dealers. Wood-Mizer offers an extensive range of sawmill blades with more than 100 combinations based on profile, width, thickness, tooth spacing, and alloy for any type of sawing or resawing application from green softwoods to abrasive hardwoods. For more information, visit [woodmizer.com](http://woodmizer.com) or call 800.522.5760.





# Pallet Consultants to Invest \$3.1 Million in Dunn, North Carolina Facility



RALEIGH – Pallet Consultants of North Carolina, a manufacturer and distributor of pallets, will create 50 new jobs in Harnett County, Governor Roy Cooper announced recently. The company will invest \$3.1 million to establish a new plant in Dunn.

“With more than 470,000 workers, North Carolina has the largest manufacturing workforce in the Southeast. We know Pallet Consultants can expand with great confidence in our state’s workforce,

economy and quality of life,” said Governor Cooper.

Founded in 1996, Pallet Consultants is a national pallet management and manufacturing company with six locations in the southeastern United States. The Florida-based minority owned company manufactures wooden pallets, provides pallet recycling, pallet management and logistics services across a wide variety of industries. These  
*Cont'd on Page 20*

*Cont'd from Page 19*

industries include manufacturing, agriculture, food and beverage, pharmaceuticals, transportation, retail, automotive and others.

"My team and I are excited for the opportunities made available by further expanding into the great state of North Carolina and are thankful for its support," said Pallet Consultants CEO Gus Gutierrez. "We've been servicing clients in the state for some time now, and with this new added facility we will be able to serve the bustling North Carolina economy with even greater speed and efficiency. PC is excited to create new jobs with competitive wages and comprehensive benefits, raising the standard of living for 50 people and their families while growing the Pallet Consultants family."

"Pallet Consultants' decision affirms the strength of North Carolina's manufacturing economy, which is the fifth highest in the nation," said North Carolina Commerce Secretary Anthony M. Copeland. "Our business climate and their new East Coast location in Harnett County is a winning formula for a manufacturer and distribution center."

The North Carolina Department of Commerce led the state's support for the company's decision.

Although salaries will vary depending on the position, the average wage for all new positions will be \$38,080. The current average annual wage in Harnett County is \$33,061.

A performance-based grant of \$100,000

from the One North Carolina Fund will help facilitate Pallet Consultants expansion in Harnett County. The One NC Fund provides financial assistance to local governments to help attract economic investment and to create jobs. Companies receive no money upfront and must meet job creation and capital investment targets to qualify for payment. All One NC grants require a matching grant from local governments and any award is contingent upon that condition being met.

"Pallet Consultants will find great success in Harnett County," said N.C. Senator Jim Burgin. "We welcome them and the new jobs that will be created from their investment in our state."

"Manufacturing is important to our community," said N.C. Representative David R. Lewis. "We are proud of the pipeline of talent and the quality of life we're able to afford growing companies like Pallet Consultants."

In addition to N.C. Commerce and the Economic Development Partnership of North Carolina, other key partners in the project include the North Carolina General Assembly, North Carolina Community College System, Harnett County Board of Commissioners, Harnett County Economic Development Office and the City of Dunn.



# CHEP, Kimberly-Clark and SmartWay Logistics find the formula to reduce empty running and CO2 emissions



*Kimberly-Clark's logistics supplier will share trucks with the pallet pooling company CHEP on the Czech Republic – UK route, reducing empty running by at least 10 percent. SmartWay Logistics, the 4PL brand of Van der Wal, will act as a trustee and operations partner.*

Starting from September 2019, trucks transporting Kimberly-Clark's hygiene and personal care products from the Czech Republic to the UK will be reloaded with CHEP's reusable pallets on the way back from the UK to the Czech Republic. On average, both companies will share three trucks on a daily basis. SmartWay Logistics will coordinate the two transport flows in such a way that empty running

and standstill are prevented, which increases the productivity for the carriers.

The three-party collaboration will mean a reduction of 70,000 kg of CO2 emissions per year, a significant reduction in empty running and ultimately important savings in freight costs for both Kimberly-Clark

*Cont'd on Page 22*  
and CHEP. "Our joint goal is to reduce

*Cont'd from Page 21*

CHEP. "Our joint goal is to reduce empty running by at least 10 percent," explained Henk Van der Wal, CEO of Van der Wal. "Our calculations show that we will certainly achieve that goal. From an average empty running of 20 percent, we go back to 5 to 10 percent."

According to Michael Gierloff, European Transport Director of CHP, the logistics collaboration fits perfectly with CHP's European Collaborative Transport Solutions program. "Our Collaborative Transport Solutions program counts over 210 partners focusing on decreasing the existing inefficiency in European transport through the reduction of empty running and improved utilization of transport," he said. "The implemented projects have reduced over 4700 tons of CO2 emissions during the last 12 months and delivered important economic benefits to all partners."

Mark Lowe, European Transport Manager at Kimberly-Clark, is also enthusiastic about the logistics collaboration. "Kimberly-Clark has been working to

reduce our greenhouse gas emissions and climate impact from our supply chain," he added. "Sustainable transportation solutions such as this project serve to reduce empty miles and emissions, and at the same time, help us to achieve our global sustainability goals for energy and climate."

Earlier in October, CHP announced the European launch of its "Zero Waste World" initiative at two major European events: the IGD Supply Chain Summit in London and the Sustainable Brands Madrid meeting. The Zero Waste World initiative was introduced in North America earlier in the year. It is a close collaboration that brings together leading retailers and manufacturers to develop smarter and more sustainable supply chains. Among other things, CHP is working to build a waste-free supply chain through collaborative solutions for the industry.



## The Membership Drive Is On!

This year's membership drive is now underway, and as always, the competition will be intense.

In addition to valuable cash prizes, the winner now also receives the membership plaque, presented at the Annual Meeting. With the highly successful 2019 Annual Meeting now in the books, it is time to work toward 2020.



# Paxxal Inc. Names Richard San Martin Chief Operating Officer

Noblesville, IN –Paxxal Inc., an innovative provider of alternative material shipping platforms, has announced the appointment of Richard N. San Martin as Chief Operating Officer effective October 21, 2019. San Martin will report to Ben Stoller, Chief Executive Officer and Executive Managing Member of Paxxal, and will have global responsibility for manufacturing, logistics and operational activities.

“Rick’s unique blend of over 35 years of manufacturing, business development, operational and financial experience in the plastic/composite pallet industry, at Anheuser Busch and Cott Corporation, is extraordinary and will enhance our team tremendously. We are extremely pleased to have him join our executive team moving forward,” said Stoller. “He has extensive knowledge and a proven track record in developing, implementing and executing in all functional areas of manufacturing, including new plant start-ups.”

San Martin brings more than three decades of manufacturing, operational and business development expertise to the role, most recently serving as Executive Vice President of Operations, Logistics and Business Development at RM2 USA, North America’s largest composite “Smart Pallet” shipping platform rental company. Prior to his 7

years at RM2, San Martin was the Senior Vice President of Manufacturing, Logistics and Operations at iGPS, the world’s largest plastic pallet rental company. He has fostered key relationships with Fortune 500 Companies globally in the manufacturing, supply chain and the plastic/composite pallet industry.

Before RM2 & iGPS, San Martin spent 13 years as Senior Vice President, of Supply Chain, Manufacturing and Operations at Cott Corporation, one of the world’s largest beverage companies producing store brand products for many leading retail channels globally. At Cott, he reorganized North American manufacturing and operations, introduced Lean Six Sigma and led the manufacturing supply chain organization to record levels. He started his career at Anheuser Busch, where he held various positions in all functional areas of plant manufacturing for over 19 years, rising to Group Manager in Beer Packaging and Shipping.

Paxxal is a platform company that specializes in logistics related products and services in the supply chain sector. Its portfolio consists of three main divisions; Industries, Logistics, and Analytics. More information on Paxxal is available at [www.paxxal.com](http://www.paxxal.com).



# How to best prepare your company against wrongful termination and hiring discrimination lawsuits

*Employment practices coverage might be right for your company*

In the last two decades, the frequency of employment practices lawsuits has risen an astounding 400%, according to WPA-associate member HUB International. Employees must be vigilant when it comes to protecting themselves against claims of discrimination and having Employment Practices Liability Insurance (EPLI) is a good first step.

"It has been my experience that many companies in the wood pallet industry don't carry employment practice liability coverage," Brian King, Vice President, HUB Healthcare told Western Pallet Magazine.



As a result, he said, employers reluctantly hang onto problematic employees because they fear being sued for wrongful termination. This reluctance often leads to bad workplace culture and lower production due to a perceived lack of leadership on the owner's part. "I see and hear a lot of fear about wrongful termination suits."

"It is important to note," King continued, "an employer doesn't have to do anything 'wrong' to be sued for wrongful termination. They just have to be accused of wrongdoing. When letting an employee go, we have seen claims based

on alleged discrimination, alleged retaliation, or status as an "alien", for example."

Employers can also be sued for not hiring someone. Discrimination suits can arise when an employer doesn't hire someone over the age of 40 or of gender or race that they allegedly won't hire. "A good employment practices liability policy will afford some protection against this sort of allegation," he said.

Most insurance companies will also provide a Human Resources service to their clients as part of their EPLI coverage.



## *Employers can also be sued for not hiring someone. Discrimination suits can arise when an employer doesn't hire someone over the age of 40 or of gender or race that they allegedly won't hire.*

their clients as part of their EPLI coverage. While various insurance carriers may offer different services, almost all have advice lines to help you set up proper documentation around employee issues and employee discipline leading up to termination. "This is of great benefit to the employer should they, in fact, be sued," Kingsaid. "They would have proper documentation regarding what led to the termination, the steps that were taken to develop the employee prior to their being terminated, and what the outcome of that training was."

All employment liability policies are written differently, King noted. Each has exclusions and coverages and it is important to work with an experienced broker to make sure a comprehensive policy is being purchased.

To read HUB's checklist, Six Strategies to Avoid Employment-Related Lawsuits, [click here](#).


The image is a screenshot of a document from HUB. At the top, the HUB logo is on the left, and the tagline 'Advocacy | Tailored Insurance Solutions | Peace of Mind' is on the right. The main title is 'Six Strategies to Avoid Employment-Related Lawsuits' in large, bold, blue letters. Below the title, it says 'Practical steps you can take today to reduce risks tomorrow'. There are two circular icons: one with a building and the text 'Businesses are more likely to face an employment practices liability (EPL) claim than one related to general liability or property loss.', and another with '\$300K' and the text 'Litigating a single EPL lawsuit typically costs between \$200K and \$300K.\*'. Below this, the section '6 ways to reduce the risk and cost of EPL claims' is shown. Under 'Strategy #1', the title is 'CREATE AND DOCUMENT POLICIES AND PROCEDURES'. The text says 'Review your employee handbook and corporate policies annually and during new-hire onboarding. When developing your employee handbook:'. A list of bullet points follows: 'Consult a lawyer, and update as relevant laws change', 'Define employees as broadly as possible: differentiate between salaried and contract employees, full- and part-time staff, and seasonal and independent contractors, especially when it comes to leave of absence and unemployment benefits', 'Include your company's grievance or complaint policy', 'Incorporate exclusions or risks specific to your business', 'Work with an experienced broker to ensure that all liabilities unique to your business are considered and incorporated', and 'Have each employee sign their handbook to acknowledge that they understand your policies.' At the bottom, a small footnote reads '\*Source: Complete the Picture - A Spotlight on the EPL Market, Advisory Ltd.'

*Sacramento, California-based Brian King is Vice President, HUB Healthcare. HUB International is a WPA associate member.*


# Social Media Roundup


*What's new in social? Click on images to check.*


**NWPCA Annual Leadership Conference - National Wooden Pallet and Container Association**


 Kathleen Dietrich and 9 others


2 Shares

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**National Wooden Pallet and Container Association (NWPCA)**


October 25 at 5:00 AM · 🌐


For a series of industry podcasts titled, "Bringing out the Best in your People," a consultant reached out to NWPCA to engage in a dialogue with members who were willing to share stories on workforce, culture and innovation. If you would like to participate in a future podcast, please contact us anytime. Next up is Nick Wenner, Pallet Service Corp... <https://bit.ly/2N61CqK>




  Kathleen Dietrich, John Swenby and 13 others


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**World of Engineering** @engineers\_feed · Oct 22


Fan powered **pallet** truck  
[youtu.be/Ypa2SKpSD1E](https://youtu.be/Ypa2SKpSD1E)




 40

 179


 1.6K







**North American Pallet Association**  
 October 5 at 11:04 AM · 🌐


Be there or be square!! Calling all pallet companies!!






**Western Pallet Association**  
 October 5 at 11:02 AM · 🌐


Register before November 15th for EarlyBird registration!




WEB-EXTRACT.CONSTANTCONTACT.COM  
**EarlyBird Registration Open Today!**

 Kathleen Dietrich


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**Richard Engebretsen** · 1st  
 General Manager at Collins Pine Co. Kane Hardwood division  
 1d

Lee Jimerson #Kudos The pride you take in your work is truly inspiring  
 #GoingAboveAndBeyond



✈️ Going Above and Beyond  
**Lee Jimerson**

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CHEP

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The Pallet Storage Program is a powerful solution for #produce growers to not only create extra revenue, but also have pallets on-site when they need them most. We flew out to Salinas, CA, to visit [Tanimura & Antle](#), where pallet storage has been a huge success for cost reduction and #sustainability improvement. Learn more about how you can enter the Pallet Storage Program: <http://ow.ly/WNY150wNP7Y> #FreshSummit19



2

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Ashleigh Doyle • 1st

Director at CJ Sheeran Limited

Published • 5d

#palletsmovetheworld #biomass #pallets #packaging #industryleaders



Minister impressed on his visit to CJ Sheeran

Ashleigh Doyle on LinkedIn

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Laszlo Horvath • 1st

Director at Center for Packaging and Unit Load Design, Virginia Tech  
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The Center for Packaging and Unit Load Design has published a new White Paper about Circular Economies and the Pallet Industry! On a fundamental level, the circular economy is a rethinking of how products, materials, and packagi ...see more



### Pallets Make the World Go 'Round

Laszlo Horvath on LinkedIn

Circular versus linear economies and their effects on the pallet industry! On a fundamental level, t...

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Annette Ferri • 1st

National Wooden Pallet and Container Association (NWPCA)  
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LIMITED SEATS FOR PDS SHORT COURSE, DEC. 5-6, 2019, ALEXANDRIA, VA. Attendees will learn the fundamentals of pallet design, how to use PDS to design both stringer and block pallets, and learn the latest in PDS 6.0 Unit Load for Boxes. Register now, very limited seating..<https://bit.ly/2VZB1zt> # #packagingsolutions #packaging #pallet #unitload



5

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# Timcon AGM Focuses on Brexit and Collaboration

The Timber Packaging & Pallet Confederation (Timcon) held its annual general meeting in Cardiff, Wales on September 10. Subjects covered in presentations included Brexit, PRNs (packaging recovery notes), packaging waste and cross-industry collaboration.

Speaking on Brexit, Timcon president John Dye said the organization had worked intensely with government, Defra (UK Department of Food, & Rural Affairs) and the Forestry Commission, among others, to ensure the sector and its supply chain customers were as prepared as possible.

He added that there is still a “severe lack of accurate guidance from government” on how to prepare for Brexit, saying this is a problem faced by every country in the EU, not just UK manufacturers.

However, he said, Timcon has developed a strong dialogue with Defra, which is helping promote to decision makers the fact that the risk posed by wood packaging material (WPM) to plant health remains low, regardless of whether the UK is in the EU or not.

Fiona McKenna of Northern Ireland’s Department of Agriculture, Environment and Rural Affairs (DAERA) told the meeting that although its advice is that all WPM entering the EU from the UK after Brexit should be ISPM15 compliant, its plant health policy is not changing on EU exit and DAERA was engaging with business on an industry-wide basis.

“Our department will work collaboratively to protect trade and enhance biosecurity on the island of Ireland,” she said, adding that while the necessary control systems are already in place, the workload after Brexit in terms of issuing phytosanitary certificates would increase significantly, so DAERA’s focus is on increasing its capacity to ensure it can deal with this.

Delegates also heard that Timcon has played an important role in the government’s consultation process on reforming the UK packaging producer responsibility system, notably the review of the percentage recover targets.

Thanks partly to Timcon’s involvement, Defra has proposed that the current 48% target should reduce to 36%, before dropping to 30% in 2025 and 2030. The UK will then be in line with Europe.

Timcon has also lobbied hard on the subject of PRNs, said Mr Dye and had been part of the Advisory Committee on Packaging (ACP). This involved meetings with the Wood Recyclers Association, the Wood Panel Industries’ Federation (WPIF) and Confor, with the goal of presenting a “united wood” position.

“Collaborations such as these are a vital part of Timcon’s work in representing its members, both at home and on the international stage,” said Mr Dye.





# Registration Now Open for NWPCA Annual Leadership Conference

Registration is open for the NWPCA Annual Leadership Conference (ALC), the premier networking event for the wood pallet industry, March 4-6, at the Naples Grande Beach Resort in Naples, Florida! The conference theme is Vision 20/20: Strategy and Operations.

The conference will include: Networking, Education Sessions, Expo Hall, Pallet Foundation Live and Silent Auctions, as well as fun in the sun. See the ALC Conference webpage for more details and to register. Early-bird discount ends December 20, 2019.

## Beware of Housing Pirates

It has come to the attention of NWPCA that some members have already been contacted by a "housing pirate." These companies misrepresent themselves as NWPCA's official housing provider. You may be contacted by fax, email or phone with offers for cut-rate housing. Please don't be misled.

If you reserve through an outside group, beware that you will either a) not have a hotel room when you arrive, b) will pay too much for the room, or c) possibly have your credit card compromised. NWPCA strongly encourages its attendees and exhibitors to reserve rooms via the official ALC hotel and travel page and use the NWPCA link provided to reserve hotel rooms at Naples Grande Beach Resort.

Confirmed Speakers include:

**A.B. Stoddard**, award-winning journalist, associate editor, RealClearPolitics - The 2020 Elections and the Political Landscape.

**Gene Marks**, financial, economic and technology trends expert - Headwinds, Tailwinds: Using Outside Information to Build a Winning Business Strategy.

**John Smith**, President/CEO, Pennsylvania Lumbermens Mutual Insurance Company - Business Risk Management: Scenarios and Solutions.

**Adele L. Abrams, Esq. CMSP** - Changing Rules, Challenging Times: Managing Drugs and Workforce Safety Issues.

**Eric Bassett**, Senior Partner, Mercer: Health Care for Manufacturers.

## Agenda

**Wednesday, March 4, 2020:** NWPCA Committee Meetings (8-11 am), Golf Tournament (12:30 pm shotgun start), Tennis Tournament (1:00 pm start), Welcome Reception.

**Thursday, March 5, 2020:** General Sessions, Exhibits, Member Mingles, Reception and The Pallet Foundation Auction.

**Friday, March 6, 2020:** General Sessions, Exhibits, Board Meeting, Closing Banquet.



# News Briefs

## Madison Immigration Raid Sparks Familiar Concerns

An ICE raid took place this October at a Madison, Nebraska business called D & D Industries, a manufacturer of skids and pallets located across the road from a sprawling Tyson meatpacking plant. Madison is a town about a dozen miles south of Norfolk with about 2400 people, roughly half of them Hispanic, according to the Census Bureau.

Nicole Alberico, a spokesperson for Immigration and Customs Enforcement, said special agents with ICE's Homeland Security Investigations conducted the law enforcement operation Wednesday and arrested 14 people on immigration violations – 11 from Mexico and 3 from Guatemala. [Read more.](#)

## Uber's new freight division starts carbon-cutting trial with IPP

The brand-new freight division of digital platform Uber has turned to one of Europe's leading wood pallet rental providers to help it cut empty running on its newly-established routes. After expanding to Europe in March, Uber Freight has teamed up with IPP on a trial basis which, if successful, could be rolled out across IPP's other European businesses, including the UK.

After researching 3PL suppliers to partner with, Uber Freight opted for a trial with IPP to service their carrier requirements in the Netherlands after building up a network of shippers. The aim of the trial is to improve the utilization of Uber Freight's trucks and assets, as a more efficient utilization of trucks means it can reduce waste in CO2 emissions. [Read more.](#)





# Connect with Western Pallet Association!



## Upcoming Events

12/5/2019 - 12/06/2019 Pallet Design System Training Course, NWPCA Headquarters, Alexandria, Virginia [www.palletcentral.com](http://www.palletcentral.com)

1/17/2020 - 1/21/2020 WPA Annual Meeting, Rancho Mirage, California [www.westernpallet.org](http://www.westernpallet.org)

2/11/2020 - 2/13/2020 WestPack 2020, Anaheim Convention Center, Anaheim, California. <https://westpack.packagingdigest.com/>

3/4/2020 - 3/6/2020 NWPCA Annual Leadership Conference, Naples, Florida [www.palletcentral.com](http://www.palletcentral.com)

3/9/2020 - 3/12/2020 MODEX 2020, Atlanta, Georgia [www.modexshow.com](http://www.modexshow.com)

5/10/2020 - 5/14/2020 LIGNA, Hannover, Germany <https://www.ligna.de/>

***In case you missed them...***

(Click on back issues to read or download)

