

BOARD OF DIRECTORS
ZOOM MEETING
NOVEMBER 18, 2020

CALL TO ORDER: Meeting was called to order 1:02 p.m. by President Dru Burgin.

ROLL CALL: Members present: Burgin, Mather, Rushing, Few, Day, West, Crabtree, Barrett, Harris, Kiser and Cox.

Members absent: Anneheim, Farnum, Barringer, and Campbell.

Guest present: Michael Zlotnik of Carey Moving and Storage in Rock Hill.

MINUTES for the September 16th meeting were distributed. Harris made a motion to approve; Day seconded. Motion carried.

TREASURER'S REPORT:

CONVENTION	\$ 5,091.30
SAVINGS	95,996.66
OPERATING	1,234.56
SCHOLARSHIP	<u>3,599.58</u>
TOTAL	\$105,922.10

Rushing reported that we had over \$119,000 in come this year. Net income is \$17,900, with cash on hand of \$105,922.10. Our current financial situation is good.

Barrett made a motion to approve the Treasurer's Report; Harris seconded. Motion carried. Barrett noted that was pretty good income.

COMMITTEE REPORTS

BY-LAWS: Kiser reported that no changes requested; no report necessary.

CONVENTION: Burgin reported that we didn't have one. She said that we'll just wait and see what the new year brings. We'll just play it by ear and see what plays out.

LEGAL/LEGISLATIVE/INSURANCE: Cox reported that we were unable to meet with the Commission this year, so no report necessary.

MILITARY AFFAIRS: See written report submitted by Kiser. Kiser reported that the Global Household Goods Contract award was made earlier this year. Protests filed from other bidders. The matter went to GAO and they had 100 days to decide what to do. They upheld the protests. Contract has been rescinded. US Transcomm has given the opportunity to four prime bidders to resubmit their bids. They have until December 2 to submit new proposals and then oral presentations are planned for January 2021. Award contract in June 2021.

NEW MEMBERS DEVELOPMENT: See written report. Numbers haven't really changed. Doing good.

NOMINATING: Cox reported that Steve Rhodes has retired. Bob Farnum has chosen not to serve another term. She has asked Michael Zlotnik to come on the board; she has known him for years. Cox stated that we still have a vacancy and if you know anyone who wants to serve, let her, Burgin or Pam know.

Few recommended Tyler Space of Space to Space Moving in Greensboro to join the Board.

Burgin made a motion to approve the slate; Day seconded. Motion carried.

PUBLIC AFFAIRS/TARIFF OVERSIGHT: Few reported that the 2021 new tariff rates have not been released. The Commission hopes to have them out the first week in December.

SCHOLARSHIP: See written report submitted by West and Barringer. West reported that scholarship has not raised any money due to no convention. We'll get back on it for next year.

SEMINAR TRAINING: See written report submitted by Day. He stated that we were unable to have an in-person seminar in 2020. He would like to hold a virtual claim seminar the first of next year.

EXECUTIVE DIRECTOR: See written report submitted by Pam.

NEW BUSINESS:

HEAD HUNTER PROGRAM – Kiser had an idea to run by the board. Positions can be hard to fill. Has there ever been a head hunter service done by the association. We all know how hard it is to teach someone our industry. He thinks that we could have a committee where people could reach out and we could put listings on our website. Or maybe the committee could connect people who are looking for a position with people who have a position open. It might be an opportunity for us to make some money. But he also has concerns that we could cause problems with other movers in the area. Is this worth having more discussion.

Few asked if he was talking about replacement employees. Kiser said that COVID brought this issue to light for him; he is thinking about permanent employees.

Barrett asked if he was talking about an independent service. Kiser said no; he is just trying to connect people together. A committee could be responsible for getting people together.

Few said no one would be willing to let a good person go. Rushing said we would be inviting ourselves into a dicey situation – especially within a city. He can see people getting mad about it.

Few said if he had an employee who wanted to be a manger and wanted to move, he could see it. It is hard for people to put it out as an advertisement.

Rushing said we could discuss this more in the future. The dialogue could be word of mouth and not formal.

West said that her company does have a system. If an employee wants to advance within the company, they have a pool that it goes into. If it happens, they can go into the program and advance. Some employees are willing to move and others aren't. There is a way to make it happen and it be fair.

Zlotnik said he has a feeling that in April or May there would be a lot of people looking for employees.

Kiser said that maybe it could be something like the buy/sell newsletter that Pam does for equipment. You don't want to upset people in your market.

Kiser said he thought this might be an option for a good benefit for our members. Maybe we can discuss it more at the next meeting.

OLD BUSINESS:

ELECTRONIC B/L: Few said he had spoken with Barrett. We haven't gotten very far on this. Barrett said it could be a benefit, as long as it's financially beneficial to the association. He doesn't Travis was speaking with Dean. We didn't get anywhere on it.

Dean – it could be a benefit, as long as it's financially beneficial to the association. He doesn't want us to lose income due to the forms. If we structure it correctly, it can be beneficial. The biggest problem is old school vs new movers. Old school would reject changes. This is a benefit, not only to companies, but to consumer. This should be what we're all about – making it easier. Some people are still mailing paperwork out. There is an opportunity to provide a substantial benefit to movers and consumers. He doesn't think this should be pushed to the side.

Mather said he has talked to his software people and they are interested. They already have the NC tariff. If people can use their tariff rating engine, we might be able to get additional people to use it. We might be able to sell a subscription to use it.

Barrett said the state has to approve it. He said the state has to accept electronic signatures. Pam said they will on an approved form.

Barrett said he doesn't think the van lines will do this. He knows Two Men is looking into it. The biggest obstacle will be old school. Pam said there will always be people who want paper. We will never get 100% participation. Barrett said that with the numbers that Few ran, he was anticipating that. First, the board has to buy into it and second it has to be affordable and feasible for the association and our members.

Few said his goal is for us to own it. He thinks we have to make the money. Mather said no one will be willing to develop something that we own. Few said that if we don't own it, we won't be able to make any money. We could pay off the initial cost - \$20,000 to \$30,000. He thinks the shelf life will be less than 5 years before CRM technology takes over.

Barrett said we need to be aware that the purpose of our association is to work for our member – anything that benefits and justifies their membership. If we don't do that, we will lose members. Our duty as a board is to try and make the association beneficial to our members. We're here for our members.

Mather said he's not interested in making money off the program. Eventually, the software people will do it on their own. His guy will do it and leave us out. Barrett said that the Utilities Commission has to

approve the form before a mover can use it. If it's approved through the association, it would make it easier for our members.

Burgin said there are a lot of boxes that need to be checked off to keep everyone happy. We need to get the price right.

Mather said he likes the idea of the association supplying and making a little money off it.

Few said we only have a small limit of time to make it online. Cox said it's a government form; we have to use their form and go through their proper channels. She feels we need to interview Mather's guy and Barringer's guy. We just need to find the right person to do so.

Subcommittee formed – Few, Barringer, Crabtree and Barrett. Crabtree said he'd like to see p of a full operating system. Few agreed. We would need someone who could deal with it full time, because it would need support.

Barrett made a motion to adjourn; Mather seconded.

Meeting adjourned at 1:55 p.m.