The 2020 Vision for Equipment Management

Management Conference & Annual Meeting

CONNECT

March 8-9, 2020 in Las Vegas, Nevada

REGISTER TODAY!

The 2020 Vision for Equipment Management

Get Connected.

CONNECT.aemp.org
Get Connected to the 2020 Vision for Equipment Management

If you seek 2020 vision clarity on the future of equipment management and how to take your fleet operations to levels never imagined, AEMP CONNECT 2020: Management Conference and Annual Meeting is the must attend event in 2020. Connections are the cornerstone of the equipment management profession. Every day we make connections with our teams, our data, and our equipment. The AEMP equipment triangle consists of manufacturers, dealers, and end users alike. The connections between each point of this triangle is where the strategic opportunities exist to maximize your operations and the bottom line. This conference is going to take a deep dive on how these connections can take your business and your career to the next level.
Core Competencies

Alongside AEMP University, conference education has been designed to build a body of knowledge and a complex set of skills surrounding the identified core competencies of an equipment manager.

- Financial Management
- Parts Management
- Risk Management
- Preventative Maintenance
- Benchmarking
- Customer Service
- Life Cycle Costs
- Outsourcing
- Safety
- Technology
- Human Resources
- Employee Training
- Environmental
- Warranty & Performance Guarantees
- Shop & Facilities Maintenance
- Procurement & Acquisition
- Specifications
## SCHEDULE AT A GLANCE

### SATURDAY, MARCH 7

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 - 8:00 AM</td>
<td>Board and Advisory Council Breakfast – St. Croix B</td>
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<tr>
<td>8:00 AM - 12:00 PM</td>
<td>Board and Advisory Council Meeting – Bermuda</td>
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<tr>
<td>12:00 - 7:30 PM</td>
<td>Registration Open – Registration Desk 2</td>
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<tr>
<td>12:00 - 1:00 PM</td>
<td>Leadership Lunch – St. Croix B</td>
</tr>
<tr>
<td>1:00 - 5:00 PM</td>
<td>IGNITE Learning Lab – Martinique</td>
</tr>
<tr>
<td>1:00 - 5:30 PM</td>
<td>Committee Meetings (staggered) – Grand Ballroom C-E</td>
</tr>
<tr>
<td>3:00 - 3:30 PM</td>
<td>Committee Break – Grand Hallway</td>
</tr>
<tr>
<td>6:30 - 8:30 PM</td>
<td>Welcome Reception – Mirage Dolphin Bar</td>
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### SUNDAY, MARCH 8

<table>
<thead>
<tr>
<th>Time</th>
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<tbody>
<tr>
<td>7:00 AM - 5:30 PM</td>
<td>Registration Open</td>
</tr>
<tr>
<td>7:30 - 8:15 AM</td>
<td>Networking Breakfast – Grand Ballroom HG</td>
</tr>
<tr>
<td>8:00 AM - 5:00 PM</td>
<td>IGNITE Learning Lab – Martinique</td>
</tr>
<tr>
<td>8:15 - 10:00 AM</td>
<td>State of The Association and Opening Keynote: Chad Hymas – Grand Ballroom AF</td>
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<tr>
<td>10:00 - 10:15 AM</td>
<td>Break – Grand Hallway</td>
</tr>
<tr>
<td>10:15 - 11:15 AM</td>
<td>The Dirty Little Secrets of New Oil and Root Cause Analysis – Grand Ballroom E</td>
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<td></td>
<td>Using KPIs to Measure Fleet &amp; Facility Maintenance Effectiveness – Grand Ballroom D</td>
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<td>How to Marry the IT &amp; Equipment Management Teams: The Future of the Profession – Grand Ballroom C</td>
</tr>
<tr>
<td>11:15 AM - 12:00 PM</td>
<td>GPS Machine Control for Equipment Managers (Not Dummies) – Grand Ballroom E</td>
</tr>
<tr>
<td></td>
<td>Leasing Lifecycle Management – Grand Ballroom D</td>
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<td>The Generational Gap: Hiring the Next Generations’ Employees – Grand Ballroom C</td>
</tr>
<tr>
<td>12:00 - 1:30 PM</td>
<td>Hall of Fame Lunch – Grand Ballroom AF</td>
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<td></td>
<td>To Data or Not to Data – Grand Ballroom D</td>
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<tr>
<td></td>
<td>The Financial Impacts of Talent – Can We Prove it to Be True? – Grand Ballroom C</td>
</tr>
<tr>
<td>2:15 - 3:00 PM</td>
<td>How to Extend the Life of the Undercarriage – Grand Ballroom E</td>
</tr>
<tr>
<td></td>
<td>Finding and Retaining Diesel Technicians – Grand Ballroom D</td>
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<td>Finding Fleet Excellence – Grand Ballroom D</td>
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<tr>
<td>3:00 - 4:00 PM</td>
<td>21st Century Leadership – How to Turn Generational Differences into a Competitive Advantage – Grand Ballroom AF</td>
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<tr>
<td>4:00 - 5:00 PM</td>
<td>Connection Hub: Conquering CONEXPO-CON/AGG – St. Croix A</td>
</tr>
<tr>
<td>5:00 - 6:00 PM</td>
<td>Connection Pub – St. Croix B</td>
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<td>Happy Hour – St. Croix Patio</td>
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### SCHEDULE AT A GLANCE

#### MONDAY, MARCH 9

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<th>Time</th>
<th>Event</th>
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<tr>
<td>7:30 AM - 4:00 PM</td>
<td>Registration Open</td>
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<tr>
<td>8:00 - 9:00 AM</td>
<td>Networking Breakfast – Grand Ballroom HG</td>
</tr>
<tr>
<td>8:00 AM - 5:00 PM</td>
<td>IGNITE Learning Lab – Martinique</td>
</tr>
<tr>
<td>9:00 - 10:00 AM</td>
<td>Taking Safety from the Office to the Jobsite – Grand Ballroom AF</td>
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<tr>
<td>10:00 - 10:30 AM</td>
<td>Break – Grand Hallway</td>
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<tr>
<td>10:30 AM - 12:00 PM</td>
<td>Joint Ventures – Lessons Learned from Two Decades – Grand Ballroom E</td>
</tr>
<tr>
<td>12:00 - 1:30 PM</td>
<td>CEM Pinning Lunch – Grand Ballroom AF</td>
</tr>
<tr>
<td>1:30 - 2:15 PM</td>
<td>Technical College Roundtable: Where are the Future Technicians Coming From and What will They Expect From Us? – Grand Ballroom E</td>
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<tr>
<td>2:15 - 3:00 PM</td>
<td>Crane 101 – Grand Ballroom C</td>
</tr>
<tr>
<td>3:00 - 4:00 PM</td>
<td>Retaining Employees with a Captivating Culture – Grand Ballroom D</td>
</tr>
<tr>
<td>4:00 - 5:00 PM</td>
<td>Change is Inevitable – Manage It – Grand Ballroom C</td>
</tr>
<tr>
<td>2:15 - 3:00 PM</td>
<td>Putting Together the Entire Story for a Predictive Maintenance Program – Grand Ballroom C</td>
</tr>
<tr>
<td>3:00 - 4:00 PM</td>
<td>Closing Keynote: Chad Hymas – Grand Ballroom AF</td>
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<tr>
<td>4:00 - 5:00 PM</td>
<td>Volunteer Orientation – Grand Ballroom B</td>
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#### TUESDAY, MARCH 10

<table>
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<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:30 - 8:00 AM</td>
<td>CEM/CESP Breakfast – Westgate Resort &amp; Casino: Conference Room 13/14</td>
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<tr>
<td>8:00 AM - 12:00 PM</td>
<td>CEM/CESP Exam – Westgate Resort &amp; Casino: Conference Room 13/14</td>
</tr>
<tr>
<td>10:30 AM - 12:00 PM</td>
<td>Fleet Masters™ Ceremony – Las Vegas Convention Center: N109/110</td>
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#### Get the App

- Conference Details
- Session Descriptions
- Speaker Bios
- Session Feedback Survey
- Photo Gallery
- Note Taking Section
NETWORKING OPPORTUNITIES

AEMP Welcome Reception

Enjoy the lush scenery of the Mirage Dolphin Bar while creating valuable connections with your colleagues and peers.

Connection Hub: Conquering CONEXPO-CON/AGG

CONEXPO-CON/AGG can be a beast to even those who aren’t faint of heart. Come hear stories of how others have tamed the beast and learn how to maximize your CONEXPO-CON/AGG experience this year. Attendees will join in discussions of CONEXPO-CON/AGG’s past, tips and tricks and lessons learned. First timers will be given an opportunity to hear from those who have discovered how to navigate the ever-growing trade show.

Come have a drink after a long day of learning and get the inside scoop, ask questions and prepare to make the most of your CONEXPO-CON/AGG 2020 experience.

Connection Pub

Three times a year AEMP offers you a unique opportunity to connect with your peers who understand exactly what you deal with on a day-to-day basis and can offer alternative perspectives on the challenges that you may be navigating.

Our first ever Connection Pub will provide attendees with an opportunity to gather in small groups and discuss specific issues equipment managers face.

What to expect:
- Meet new people that share your experiences, challenges and goals.
- Gain answers to questions you have and offer guidance where you can.
- Leave with sound advice from some of the best in the industry.
- Share your woes with your colleagues over a drink.

Save the Dates

LEADERSHIP SUMMIT

June 23-24, 2020
SAVANNAH, GA, Hyatt Regency Savannah

EQUIPMENT SHIFT CONFERENCE

October 13-15, 2020
CINCINNATI, OH
Hilton Cincinnati Netherland Plaza
CONEXPO-CON/AGG

Come visit AEMP at CONEXPO in Booth #20701 located in the Grand Lobby!

The Mirage
Chad Hymas, CSP, CPAE

At the age of 27, Chad Hymas’ life changed instantaneously when a safety related accident left him a quadriplegic. Since that time Chad has been recognized by the state of Utah as the Superior Civilian of the Year. He has been voted “Most Influential Safety Speaker In the World.” He is the president of his own communications company and an internet marketing company.

At 37 years of age Chad is the one of the youngest ever to receive the CPAE award and be inducted into the National Speaker Hall Of Fame. As a member of the National Speakers Association Chad spoke at over 220 events last year. Chad Hymas leads an energetic life as a safety speaker author. He is one of the leading safety speakers in North America delivering his safety message in a unique, humorous style. Clients include: De Beers, Barrick Goldstrike, BorgWarner, Smoky Canyon, Cortez Gold Mine, Holcim, Kennecott Mine, Newmont Mine, and others.

Chad is married and he and his wife are the proud parents of three children. They currently reside in Rush Valley, Utah on a 200-acre wildlife preserve. Chad is a world-class wheelchair athlete enjoying basketball, wheelchair rugby, hang-gliding, and snow skiing. In July 2003 Chad set a World Record by wheeling a personal marathon of over 500 miles from Salt Lake City to Las Vegas. Chad is also the author of the regionally best-selling book Doing What Must Be Done.

OPENING KEYNOTE
Leaving a Legacy

Regardless of whether you are consciously doing it or not, you are building the legacy you will leave. Kick off CONNECT 2020 by reflecting on where you are, where you are going, and WHAT’s NEXT…

CLOSING KEYNOTE
Eagles Don’t Fly in Flocks. Seagulls Never get Lonely. Which One are You?

Join your opening keynote, Chad for the CONNECT 2020 finale. You’ve learned, you’ve connected, you’ve challenged yourself with new perspectives and ideas, yet what will you do and who will you be upon your return to the office?
SESSION HIGHLIGHTS

The Dirty Little Secrets of New Oil and Root Cause Analysis

Oil – the life blood of your equipment – can have dramatic effects on the bottom line.

Often times when fluid samples show certain types of contamination, it can be tied back to lube tech training and how samples were pulled. However, what happens when a complete analysis of samples reveals trends that can not only prevent failures, but also predict failures? How can proper sampling and contamination control effects machine health, your bottom line and your reputation? Join this equipment triangle panel as they share their 4-year journey together that resulted in not only stronger vendor relationships and lower life cycle costs, but several lessons learned that every equipment manager can benefit from hearing.

You will walk away from this session having answers to the following questions:

- Are you receiving clean oil? How do you know for sure?
- How do you build a genuine partnership with your oil distributor?
- What strategies can be used to get the c-suite to buy into the importance investment of clean oil?
- How do you bring your oil storage, lube trucks filtration and dispensing to the next level?
- What resources are available to help manage oils/fluids?

Bill Orcutt, CEM ➤ Equipment Superintendent, Wildcat Companies, Sherwood Companies

Bill Orcutt is an Equipment Superintendent for the Kansas and Colorado divisions at Sherwood Companies, a heavy civil and highway construction company. He helps to manage a fleet of 1500 assets with a replacement value of over 100 million. His specialties include managing oils and samples while reducing operating expenses. He graduated the Northwest Kansas Technical School for Diesel Technology in 2006. Bill started his career as a technician and joined the management team of Sherwood Companies in 2014. In his new role he was then invited to experience what AEMP had to offer. He quickly became involved in AEMP, earning his Equipment Management Specialist (EMS) certificate in 2017, joined the AEMP University Committee, and becoming a Certified Equipment Manager (CEM) in 2019.

Rick Hageman ➤ Strategic Account Manager

Hampel Oil Rick Hageman, a Strategic Account Manager for Hampel Oil is based out of Wichita, Kansas and began his career with them in 1986. With 33 years in the oil and gas industry and over 30 of those years in Sales and Marketing for Hampel Oil, Rick considers himself more of a Coach, than a salesman. He serves the in Kansas, Oklahoma, and Texas branches and strives to create true partnerships with customers for equipment reliability, and best practice maintenance.

Ken Hill, CESP ➤ Vice-President Sales, WearCheck USA/Lubrigard USA

Ken Hill is the Vice President of WearCheck Lubrication Services. He has over 30 years’ experience in the petroleum and lubrication industry. He is a 25-year member of AEMP and has served on the Board of Directors as Director of Associates, each AEMP education committee, and is currently serving on the EquipmentSHIFT education committee. He has been both a past presenter and moderator for several AEMP conferences.
Using KPIs to Measure Fleet & Facility Maintenance Effectiveness

Many fleet maintenance operations only track maintenance expense missing the opportunity to track processes and practices. Fleet maintenance operations need a balance of both leading and lagging metrics. A good way to think of the balance between the two is cause and effect. Lagging indicators are typically output-oriented measuring results. These are often easy to measure but hard to improve or influence. On the other hand, leading indicators, are typically input oriented, hard to measure, and easier to influence. They change before lagging ones do and usually result in lagging indicator actions. This session will discuss the various KPIs including those that are considered key to measure Inputs-Process-Outputs.

Key takeaways:
- Learn the difference between leading and lagging indicators and what percentage you should shoot for as a good balance.
- Understand a model of Inputs-Process-Outputs to establish the right KPIs for 15-20 KPIs.
- Find out the industry Best in Class and World Class KPIs.
- Compare current KPIs to the Society of Maintenance and Reliability Professional (SMRP) recommendations.
- Find out how to calculate Return on Investment using production units, RONA and other methods.

Preston Ingalls  President/CEO, TBR Strategies

For over 48 years of experience, Preston Ingalls, President/CEO of TBR Strategies has led maintenance and reliability improvement efforts across 30 countries for Toyota, Royal Dutch Shell, Exxon, Occidental Petroleum, Hess, Mobil Chemical, Aera Energy, Skanska, Bayer, Baxter Healthcare, Lockheed Martin, Unilever, Monsanto, Pillsbury, Corning, and Texas Instruments. He consults extensively with heavy equipment fleets, the heavy construction industry and the oil and gas industry in the areas of equipment uptime and cost reduction. He holds two undergraduate degrees in engineering and a master’s degree in Organizational Development. He is a contributing writer to seven trade publications and has written over eighty articles.
How to Marry the IT & Equipment Management Teams: The Future of the Profession

One of the greatest impacts to the equipment management process is TECHNOLOGY. Yet, equipment managers are not typically trained in IT and the IT department has rarely experienced the machines at a jobsite. In a landscape that increasingly blends these two worlds, it is becoming necessary to rethink how the departments work together. But how? More often than not, these two departments or teams do not speak the same language, lack understanding of real-world application or an understanding of the real-world limitations. However, it can be done, and this session will highlight the success a contractor in Colorado has had with marrying the IT & Equipment Management Teams.

Join Thad Lutgens, the Director of Equipment & IT (a title we may be seeing more of) to discuss how he’s been able to accomplish the following:

- Forge relationships with key employees to align Equipment and IT goals with overall organization and departmental goals.
- Streamline Equipment Management processes through the use of technology.
- Build a collaborative environment which allows for optimum adoption of initiatives.
- Develop and implement long term strategic Equipment and IT initiatives.
- Provide vision and direction using technology to improve the business bottom line.
- Mentor, manage and develop both Equipment and IT teams.

Thad Lutgens

Thad Lutgens, the Director of Equipment & IT for LPR Construction has a unique perspective rarely if ever seen in the equipment industry. Spending over a decade as an IT Director, he sharpened his skills deploying systems which allowed rapid growth for a leading national steel erector firm. During a software implementation for the equipment department, the leadership team recognized Thad’s ability to grasp key equipment concepts and lead the equipment team. Shortly after the implementation, he was promoted to the Director of Equipment and IT. Leveraging his IT and newly acquired equipment management skills, he has introduced new streamlined systems that helped the team be more efficient and effective.
GPS Machine Control for Equipment Managers (Not Dummies!)

Equipment managers need a basic knowledge of what machine control equipment is and does, as opposed to just buying items off the shelf and allowing the survey department control of the bottom line. This session will provide a quick overview of the components involved in these systems in order to better understand the benefits of this growing technology. Participants will then dive into the latest advancements from the major construction equipment manufactures and aftermarket providers related to GPS machine control technology.

In addition, participants will learn the important concepts and the critical questions to ask your survey department, field operations, as well as supporting vendors when adding machine control equipment to your fleet.

► How to intelligently speak with survey dept?
► What am I buying vs. what is actually needed at the end of the day.
► Addressing the “how-to” behind best use and how to it make relevant to equipment managers.

Ron Schwieters

Ron Schwieters has been a Product Manager with Komatsu America since 2011. His current role focus’ on marketing and distributor support efforts related to Komatsu SmartConstruction and the factory integrated Intelligent Machine Control lineup. Ron has extensive work experience with the latest construction technology from many of today’s leading providers. He has worked with both large and small contractors looking to implement technology to find that next stage of productivity improvements.
Leasing Lifecycle Management

There is more to leasing equipment than may meet the eye and Tim Giggee, CEM would like to share some invaluable lessons learned to help others extend every lease dollar and get the full value out of your agreement. With 138 units currently on lease at an annual expense north of $12M, Tim with share the art & science behind managing these agreements in not only the good, flush times, but also in the tight, lean times. Smart lease acquisition and managing the lease lifecycle helps equipment managers not only look like rock stars with the finance team, but can also help make leases an effective fleet management tool.

In joining Tim for this session, you will:

► Learn what a lease contract really says and how to secure a good lease.
► Learn what types of leases you should be considering and how best to process.
► Find out if you are truly managing your leases?
► Understand the options you may have within your current leases.

Tim Giggee, CEM

Tim Giggee started in this business almost 25 years ago as an oiler/fueler and held about every position one can imagine in the middle including Head Oiler, Master Mechanic, Shop Manager and Maintenance Planner. Tim grew up on road construction jobs in the Midwest, spending many a Saturday morning helping his dad load up his service truck with parts and supplies he would need for the week, equipment is in his blood.

Tim is currently the Fleet Manager for Covia Corporation, the largest frac sand producer in North America, where he oversees all aspects of fleet operations at 45 mine sites and various other processing and terminal locations throughout North America. Being the first manager in the company’s history, there is a lot to be done from implementing multiple fleet centric technology programs to procurement and disposition of the ever shifting $200M+ fleet to working with the local dealers to ensure that the proper maintenance plans are in place.

Tim received his CEM in 2017 and has participated the AEMP Workforce committee, Technology committee and University committee as well as serving on the board of directors as Director at Large.
The Generational Gap: Hiring the Next Generation’s Employees

This session is to assist leaders of all levels to understand how human thought and psyche limit leadership’s ability to connect to the ever-changing workforce. Fear is the strongest and most prominent human emotion that we exhibit and experience. The Stress and demands of an ever-evolving staff can strike a wedge between generations. Some of the most successful organizations have found ways to build the bridge between the “employer” “employee” relationship as well as that of one’s peers. By using the fundamentals to understand the strengths and weaknesses within your team the “flight” response can be diminished and team/organizational health will be elevated. These tools will assist you in obtaining a better understanding your team’s dynamics. By utilizing these tools employers have a higher probability of increasing employee satisfaction and retention rates.

You will walk away from this session with:

► Communication tactics for connecting to the millennial demographic.
► Training strategies that organizations and leaders can use to encourage both a top down approach as well as a bottom up approach.

Corey Dungey ► Transportation Safety Manager, LafargeHolcim

Corey Dungey, Transportation Safety Manager for LafargeHolcim out of Chicago proudly served his country during time of conflict in the United States Marine Corps. Graduating from Roosevelt University in 2016 with a Master’s Degree in Organizational Psychology, Corey has worked in the field of fleet management in various capacities over the last 12 years ranging from administrative functions to director level work. Having had the privilege to work at all levels of organizations from the ground level to the c-suite, Corey has been able to take large ideas and theories from the psychological world and apply to organizational structure.
Asset Management & Liquidation: New Strategies for Maximizing Returns

The future of equipment management is being largely driven by big data and new technologies emerging in the industry. The whole construction ecosystem is seeing investment, and that’s because there is room to improve. Much focus is placed on the acquisition of equipment assets, so much so that it is a core competency, but—typically less attention is paid to the entire asset lifecycle from procurement through liquidation. High-quality, accessible, and relevant data is crucial to success and the ability to compete. Equipment management professionals, who evolve with this data and use it as a proactive lifecycle management tool can streamline liquidation and increase profitability.

The educational focus of this session will be:

- Optimizing equipment investments using reliable and accurate life cycle cost abilities.
- How to determine the value of an identified piece of equipment.
- Using data to guide equipment acquisition and disposal decisions.
- Identifying strategies to design an appropriate liquidation plan for equipment disposals aligned with life cycle cost analysis.

Matt Sterup – Sales Manager, Machinery Trader Contractor Department

Matt Sterup joined Sandhills Global in 2018 as a sales representative for Machinery Trader, a Sandhills platform that connects buyers and sellers within the construction industry worldwide. Sterup has worked with contractors around the world, focusing on a data-driven approach to the equipment lifecycle. Sterup now oversees a department dedicated to asset management and liquidation strategies for contractors. Before working at Sandhills, Sterup was a Sales Engineer with a hydraulics company. He worked with large Mobile Equipment Manufacturers on the design and implementation of hydraulic systems and functions. Sterup is a graduate of the University of Nebraska-Kearney, and currently resides back in Nebraska.
To Data or Not to Data

Massive volumes of data are constantly being produced all around us every day. If we eat the elephant one bite at a time, you can avoid becoming paralyzed by the questions of where to start? What to do with all of it? And how to deal with so much? Therefore, freeing you to focus on what is truly important to the bottom line.

Presented in the context of owning and operating costs, this session will help you master the basics of leveraging and managing data. John Hildreth will bring his experience and present a practical common-sense approach to these and other questions for equipment managers (or should we say equipment analysts?).

▶ What owning & operating cost data adds value?
▶ How do you manage data collection and maintenance?
▶ How do you treat data appropriately and use data wisely?
▶ Is there such a thing as free data?

John Hildreth, PhD

John Hildreth is the Kimmel Distinguished Professor of Construction Management at Western Carolina University. His teaching and research interests focus on construction equipment, asset management, cost estimating, and production planning. He has completed multiple research projects related to the effective and efficient management of mobile equipment and the capital-intensive assets of transportation systems. He has provided consulting services related to equipment and fleet management, and been an instructor for the Construction Equipment Management Program (CEMP). His currently the academic advisor to the Association of Construction Equipment Managers and chair of the Maintenance Fleet and Equipment committee of the Transportation Research Board (TRB). He hold civil engineering degrees (BS and MS) from West Virginia University and a PhD from Virginia Tech.
The Financial Impacts of Talent
Can We Prove it to be True?

Technicians are as important, if not more so than the assets they maintain. Are we focused on the special skills and abilities needed of today’s technician? In the world of fleet management, managers must have excellent technicians to effectively manage their fleets. Talented technicians are the cornerstone of cost reduction and efficiency. Are your technician’s trained in the special skills needed to assist you with your bottom line?

Session Objectives:

► Identify the areas where specific training would lead to cost reduction.
► Perform a technician cost/benefit analysis.
► See how excellent technicians effect the bottom line.

Sean Sink, CEM ➤ Equipment Manager, S2K Excavating

Sean C. Sink, CEM, is the Operations Manager at S2K Excavating in West Milton, OH, where he manages the daily operations, including asset management, logistics, field operations, and training. Sean has been a member of AEMP for two years, completed his CEM in 2018 and is a member of the Annual Education Committee. Sean began his career in the military, which included serving in a combat arms unit during Operation Desert Storm, an aviation unit in Korea and a transportation unit during Operation Iraqi Freedom. He has also worked for Menlo Worldwide, MV Transportation, Coca Cola, and the City of Fairborn, OH. Sean has been married for 26 years to his wife Jill and has a daughter Leah. He is an avid tournament fisherman, hunter, and sports fan.
How to Extend the Life of the Undercarriage

Join experts from Caterpillar, John Deere and Komatsu as they share their unique best practices regarding maintenance intervals and wear life of each undercarriage systems. Choosing the correct undercarriage for the application is critical and this session will help sharpen the skills and abilities of emerging & seasoned equipment managers to choose wisely. Our experts will also provide advice on how to build a quality measurement program while also presenting new and emerging strategies surrounding the management of undercarriage systems.

These experts will answer questions such as the inherent differences between the undercarriage engineering, what management approaches should be considered given the differences as well as audience questions. Following the session attendees will have an opportunity to meet one-on-one with these experts.

Jeff Kurtz  Senior Product Manager, Komatsu Genuine Undercarriage, Komatsu America Corp.

Jeff Kurtz is the Senior Product Manager for Komatsu America – Undercarriage Parts. In this role, his focus consists of marketing for undercarriage products, supporting and educating the Komatsu distribution network and end-user customers. Jeff has recently joined the Komatsu America Team, and brings with him with 20 years of Industry experience including undercarriage and wear parts marketing responsibilities with OEM’s and Equipment Distributors.

Nick Libbi  WorkSight Solutions Consultant, John Deere Construction & Forestry Division

Beginning his career at a construction dealership before joining John Deere on the OEM level, Nick Libbi worked with a wide spectrum of customers. During his tenure with John Deere, Nick has been focused on the aftermarket business and reaching the next generation of construction professionals. Having previously presented on the topic of undercarriage life for the Land Improvement Contractors of America (LICA), Nick now works directly with John Deere Construction and Forestry dealers and customers on utilizing technology to manage their fleet and improve jobsite efficiencies.

Tim Nenne  Sr. Market Professional, Undercarriage Applications Support, Global Aftermarket Solutions Division, Caterpillar

Tim Nenne is a Sr. Undercarriage Market Professional at Caterpillar Inc. with 27 years of Cat Undercarriage experience. Tim’s responsibilities include Cat dealer and customer product and application support, new product introductions, dealer training and UC maintenance strategy development. With 5 granted patents and additional invention disclosures, Tim as an integral member of the Caterpillar Undercarriage team continues to find new ways to improve undercarriage life and lower operating costs.
Finding and Retaining Diesel Technicians

By 2025, there will be more diesel technician openings (truck and off-highway) in the United States than working technicians. Research shows that one open technician position for 45 days costs a company a minimum of $62,000 in revenue. The industry needs more than 30,000 new mechanics per year to enter the profession but U.S. Schools are only producing roughly 5,000. Additionally, the number of posted diesel technician openings on the leading U.S. job board has increased by 50% in the last two years.

The current U.S. educational model is not keeping up with the demand. Outside of sourcing local talent from local vocational training centers or colleges, what other opportunities exist for finding needed technicians? Employee turnover costs companies billions of dollars in lost opportunity and resources spent training. What opportunities exist for retaining your technicians?

By participating in this session, attendees will learn about disruptive solutions to solving the diesel mechanic shortage while learning some new strategies to both find AND retain the future workforce.

This session will focus on:

► What is the industry demand compared to the U.S. education system’s output of new technicians?
► Where are tomorrow’s technicians hiding?
► Training and retention strategies.

Tim Spurlock  President and Co-Founder American Diesel Training Centers

Tim Spurlock is President and Co-Founder of American Diesel Training Centers. Prior to founding ADTC, Tim spent 25 years in educational publishing/technology. From 2009-2017, Tim was Vice-President of Global Sales and Business Development for CDX Learning, an educational publisher that specialized in the skilled trades disciplines of auto, truck and off-highway. At CDX, Tim’s team grew CDX revenues by 300%, all via organic sales and new product launches. Tim also participated in the acquiring, development launch and sales of some of the most successful auto and truck print and on-line curriculums in the history of educational publishing. Duffy and Wrights “Medium and Heavy Commercial Vehicle Systems and Engines” became the #1 selling educational series in the medium/heavy truck market and one of the top-selling first editions of all time, regardless of discipline, when factoring overall market size. Tim is a graduate of The Ohio State University and lives in Columbus, OH.
21st Century Leadership

How to Turn Generational Difference into a Competitive Advantage

In 2020, the age differences in the workplace continue to expand making it increasingly difficult to lead effectively. However, a once thought common challenge of ‘age difference’, now has a hidden potential that few leaders are aware of. In all organizations, senior leaders know what to do with great ideas, but they might not have access to all the ideas. On the other hand, less seasoned employees have many ideas but don’t know how to execute them. This gap is where the opportunity lies. In this program, Jeff takes a deep dive into how to open up communication channels in organizations so ideas don’t just come from the board room, but the entire company. Once these communication channels are open leaders can foster the innate intellectual power of their entire workforce to keep their company competitive in exponentially changing times. Attendees will learn how to build trust with their teams, harness internal ideation, and set up less practiced mentorship approaches like reverse mentorship.

Areas of Focus:

► Various methods on how to harness organizational intellectual power.
► Discover the truth behind why trust is imperative to creating a great team.
► Reverse Mentorship and why you are missing out if you are not doing it.

Jeff Butler

Jeff Butler is a speaker, author and passionate millennial who helps organizations improve their relationships with millennial employees. You may have seen him on Forbes, USA Weekly, or on the TED stage. A native Californian and raised in Silicon Valley, he graduated from UC Berkeley with a degree in Computer Science. During his time in college, he was training for the Olympics under 3-time Olympian Tore Gustafsson, but left that pursuit because software engineering paid more. Unlike other experts on millennials, Jeff has been in the trenches of what it means to be a millennial and what it takes to retain and keep them engaged. With Jeff ’s versatile background, he has addressed companies like Amazon and Google as well as thousands of professionals across North America.
Taking Safety from the Office to the Jobsite

What to Say and Do to Demonstrate Commitment

Every member of the organization fulfills a specific function to get the job done, and yet all are expected to be “responsible for safety.” How each person interprets that expectation is largely influenced by what they perceive is most important to their boss. Leaders have a particularly wide scope of influence and accountability, so it is critical that they demonstrate commitment to safety through both words and actions, just as they do for production. It starts with leading by example, but true leadership goes beyond wearing proper PPE and ensuring others do the same. This session focuses on tactical activities for all employees to create and sustain a culture of positive safety performance through leadership, communication, training and recognition. Safety doesn’t just happen – it is built through trust, consistency and accountability. Audience members will learn how to integrate these principles into their daily routines and performance cycles.

Learning Objectives:
- Learn the cultural trademarks of world class safety organizations.
- Understand how to demonstrate visible commitment to safety.
- Gain perspective on how to positively hold employees accountable.

Justin R. Ganschow, MS, CSP, CHMM
Business Development Manager, Caterpillar Safety Services, Caterpillar Inc.

Justin Ganschow has over 15 years of experience in the Environment, Health and Safety field working in environmental education, public health and private industry. With Caterpillar Safety Services, he has led safety culture and leadership improvement initiatives in Caterpillar manufacturing facilities, as a consultant to numerous industries, and currently as Business Development Manager. Justin is passionate about safety culture and leadership improvement - empowering frontline employees, engaging supervisors in positive accountability practices and coaching leaders in their efforts to shape safety culture. Every year he is invited to speak at dozens of industry conferences across the country and is a frequent contributor to professional journals and trade publications. Justin is a Certified Hazardous Materials Manager (CHMM) and Certified Safety Professional (CSP). He has a Bachelor of Science in Environmental Science – Biology and a Master of Science in Biology from Bradley University.
Joint Ventures – Lessons Learned from Two Decades

Joint Ventures (JV’s) are typically large collaborative projects intended to capitalize on the strengths of the JV partner organizations to mitigate risks. It could be characterized as a short-term marriage. Well executed, they can bring great success to the project and the partners. Poorly executed, they can generate hard feelings, poor performance, and a bitter divorce.

There are hazards in the basic design of JVs – each of the partners are different, which is where the strength come from, but those differences can be a hindrance to performance if not addressed proactively. When your equipment management expertise, team and operation is one of the strengths being brought to the table, experience in this type of environment can help lead to success. In heavy civil work, equipment is a major portion of the construction process and it is in these environments that a proactively designed equipment program greatly impacts the overall JV outcome. Join several seasoned JV Partners to learn from their past experiences, explore how to have a successful JV experience and participate in a dynamic discussion around the following issues:

► Where to focus your efforts to ensure the equipment programs success in a JV.
► The five most important items for a successful JV.
► What you need to do to get your fleet ready for a JV.
► Preparing yourself and your team for the JV.
► The future of the JVs?

Mason Ford, CEM ▶ Director of Equipment Services, Skanska USA Civil Inc.

Mason Ford, CEM, is Director of Equipment and a 19-year veteran of Skanska USA. Beginning his career as a heavy equipment technician, Mason has seen all aspects of equipment maintenance and management. He became a Certified Equipment Manager (CEM) with the Association of Equipment Management Professionals (AEMP) in 2007 and is currently the Chairman of the Board for AEMP. He is also an active member of Associated Construction Equipment Managers (ACEM).

Bob Hall ▶ Vice President, Bechtel Equipment Operations

Bob Hall joined Bechtel Equipment Operations (BEO) in 2000 and has been responsible for the worldwide asset management operations of Bechtel Corporation which includes equipment, tools, scaffolding and currently is focused on the business development, proposal and estimating for BEO. Prior to his current position Bob was responsible for the international equipment operations of Fluor – AMECO as well as involved in their joint ventures and acquisitions. In addition to his contractor related management responsibilities noted above, Bob was Vice President of Operations and part of management team responsible for a large private construction equipment distribution and rental corporation with operations in the US, Australia, Saudi Arabia and England. He is an active member of Associated Construction Equipment Managers (ACEM) and has served as Trustee of the AEMP Foundation Board.

Thad Pirtle ▶ Vice President/Equipment Manager, Traylor Bros., Inc.

Thad Pirtle started his construction education in diesel technology at Lincoln Technical Institute in Indianapolis, Indiana in 1974. His first job was as a heavy equipment operator, then he worked up to heavy equipment field mechanic. In 1983 Thad joined Traylor Bros., Inc. and was responsible for equipment maintenance and operations in the Heavy Highway Bridge Construction Division. In his 36 years (and counting) he has held the positions of Corporate Equipment Superintendent, Corporate Equipment Manager and since 2003 has held the position of Vice President/Equipment Manager. Thad has a total of 45 years’ experience in the field of Construction. Thad has been active in several construction industry organizations, including the AEMP, where he served as Chairman of the Board from 2013-2014.
Protect the Jewels – The Secrets to a Well-Managed Tire Program

How often do you get to participate in a candid conversation about tires with an expert? Given how big a cost center tires are within your operation, why would you gamble on spec’ing the wrong tires? Successful equipment managers not only have a handle on the basics surrounding tires, they strategically design tracking and tire management programs. Join Craig Tinklenberg with Tredroc Tire Services, the most passionate trainer AEMP could find as he dives into the popular myths and shares some valuable truths surrounding tires.

This session will both cover the construction and application, optimizing tire performance, tracking and program management and maintenance and service. In addition, the following questions will be addressed:

- Tire construction, what carries the load?
- How to start a tire tacking and monitoring program?
- What are best/safest practices for tire service and scrap tire analysis?
- How TPMS (tire pressure monitoring system) can help with safety and tire performance?
- How external forces affect tire performance?

Craig Tinklenberg  ► Regional Sales Manager and Trainer, Tredroc Tire Services

Craig Jay Tinklenberg, Regional Sales Manager and Trainer for Tredroc Tire Services was 16 years old when he started in the tire industry. Craig began his career in the family tire shop, changing tires, working in the retread plant and serving the front counter. As a territory salesman he was provided with the opportunity to directly connect with fleets both large and small. His extensive training has covered footprint analysis, tire application, retreading, vehicle alignment, job site studies, tire expenditure and budget projections, scrap tire analysis and he is also a certified Level 400 TIA Commercial Tire Service and Earth Mover Tire Service trainer. Residing in Michigan, Craig has a wonderful wife of 30 years, three children and three grandchildren. Craig’s dedication to the industry and his passion for lifelong learning has fueled his desire to educate and enhance the knowledge of all stakeholders, that run small or large equipment with tires or tracks.
Boost the Bottom Line with Equipment Benchmarking

Benchmarking has been an approach used within businesses for a long time to compare operations and performance and identify strengths and weaknesses. Many construction companies have a blind spot around equipment utilization—one that is costing the industry billions of dollars. A Texas A&M University study found that 82% of survey participants believed increasing equipment utilization could increase ROI, but nearly half of those same respondents did not track or measure it. In this education session you’ll get a first-hand look at approaches to benchmarking in equipment utilization, what the scores mean to your business, how to quickly put them into action and review case studies on how firms have driven double digit results.

Key takeaways:
- Understand the key fundamentals of how benchmarks are developed.
- What do the scores say and metrics indicate.
- Steps to developing a benchmarking action plan.

Brendan Shannon
Manager, Process Improvement, United Rentals

Brendan Shannon has more than 15 years of experience in and around the construction industry with leaders such as United Rentals® and Dodge Data & Analytics. He specializes in developing actionable insights and leading programs and teams that drive productivity enhancements and results. He holds Bachelor’s and Master’s Degrees from Bryant University and led the United Rentals team that won the 2012 Teradata Epic Award for Integrated Marketing Management.

LAST MINUTE CANCELLATION
PANEL ROUNDTABLE

Revolutionizing the Industry: Women in Equipment Leadership

In 2019 AEMP had more women than ever before earn their Certified Equipment Manager (CEM) credential. In committees and education breakouts, where there used to be one woman there are now half a dozen. In a field that has a labor shortage and plenty of career opportunities, how can the women of the Equipment Triangle come together and support one another to maintain momentum and success?

With a goal of creating a forum that offers comradery and collaboration, we invite AEMP members to join in a candid discussion that is designed for women to connect, to share the ideas that have been helpful as we have grown in our professions, and to discuss resources that are available to us.

Join us and help:
► Provide women in equipment management and the industry a supportive environment that won’t discourage their participation.
► Brainstorm ways to continue building a supportive network within AEMP
► Share advice on how to navigate a male dominated industry and find your place.
► Share the unique perspectives women are bring to the industry as well as AEMP.

2019 Certified Equipment Managers (CEMs)

From bottom left clockwise:
Joann Barlow, Waste Management;
Brianne Hayes, Sarasota County Fleet Services;
Sue Adkins, Waste Management;
Lisa Dadds, Aegion Corp.;
Michele Gyursco, Skanska;
Hyerin Fletcher, US Air Force
PANEL ROUNDTABLE

Technical College Roundtable

Where are the Future Technicians Coming From and What Will They Expect from Us?

It is a question we are all asking and we would like an easy answer to. It is rare to find an equipment management team that does not struggle to find, recruit and train qualified techs.

The truth is that there is no easy answer and there certainly is no ‘one-size-fits all’ answer. One approach that many have taken is to win the battle for local talent, identifying quality sources of entry level techs that can be trained in-house. It is one approach that is working for several AEMP members and partners. Join us for a roundtable discussion surrounding:

► The challenges and solutions to this industry-wide problem.
► The current state of diesel tech curriculum, programs.
► How to develop your pipeline of talented candidates through career technology centers, and colleges.
► What are graduates looking for from an employer?
► What does a successful in-house training program look like?

Jason Blake  ► Executive Vice President, Associated Equipment Distributors (AED)

Jason Blake is currently the Executive Vice President at Associated Equipment Distributors (AED). AED is a 770-member trade association of independent distributors, manufacturers, and other organizations involved in the distribution of construction equipment and related products. Mr. Blake is the COO of AED Foundation in addition to acting as the CFO for the Association. Prior to AED, Mr. Blake was the Executive Vice President and CFO of the Technology and Manufacturing Association (TMA) for 5 years. TMA is a regional association with over 1,000 precision manufacturing and supplier members that is committed to recognizing manufacturers as value-added producers of goods and services. Mr. Blake holds a Master of Business Administration in Finance from Roosevelt University in Chicago and a Bachelor of Science Degree from Lewis University.
SESSION HIGHLIGHTS

PANEL ROUNDTABLE
Technical College Roundtable

**Katie George** ▶ Director of Development for the College of Technology at Pittsburg State University, Pittsburg, KS.

Katie George is the Director of Development for the College of Technology at Pittsburg State University in Pittsburg, KS. Katie uses her drive to develop relationships with individuals, organizations, and companies to connect them to the university, resulting in private and corporate gifts to the College of Technology as well as scholarship, internship and employment opportunities for students. Prior to her current role, Katie worked as a Designer, then as an Integrated Marketing Manager where she was responsible for a variety of tasks including web development, communication through social media outlets and executing marketing campaigns for clients. Katie holds a Bachelor of Science in Technology in Graphic Communications from Pittsburg State University.

**Chuck Hansen** ▶ Co-Program Director, John Deere Ag Tech Program and John Deere C&F Tech Program

Chuck Hansen started his career in the construction industry in 2011 where he was employed as a Shop/Field Technician for Murphy Tractor and Equipment Co. in Fort Dodge, Iowa. While employed with Murphy Tractor and Equipment Co., he attended the John Deere Construction and Forestry Tech Program at Southeast Community College as a Dealer sponsored student. He graduated from this program in 2013. In 2016, he took a position as an instructor in the John Deere C&F Tech program and was appointed to Co-Program Director of the John Deere Ag Tech Program and John Deere C&F Tech Program in January of 2020.

**Matthew Riesberg** ▶ Manager of Training Development and Tech Program, John Deere

Matthew Riesberg is currently the Manager of Training Development and Tech Program at John Deere. Mr. Riesberg has been with John Deere for 14 years, working in customer and product support roles, and recently in training development. This includes 3 years focused on growing the John Deere Tech program and increasing awareness of diesel technician careers. Mr. Riesberg is a strong supporter of AED and SkillsUSA, serving on the AED technical committee and the SkillsUSA diesel technology committee. His previous experiences include Project Management, Risk Management, Team Building/Coaching, Talent Development, and Recruiting. Mr. Riesberg holds a Masters of Administration from Loras College and a Bachelor of Applied Science from Iowa State University.
Managing cranes can be complex and even intimidating. How do you get through it? Equipment managers have options and despite the complexities surrounding the management of cranes, those options may be less intimidating than you think. The goals of this session are three-fold:

► Share basic load and structure information.
► Review of new/key regulations - OSHA all the way down to the site.
► Arm you with specific how-to material you can use to successfully roll out a safe and compliant crane management program within your company.

Brian Connolly, CEM  ▶ Regional Equipment Manager, Superior Construction

Brian Connolly, CEM, is the Corporate Crane Manager and Regional Equipment Manager for Superior Construction Co Inc. With 18 years of equipment management experience in the heavy civil construction market, he earned his Certified Equipment Manager (CEM) certification in 2017 and has managed equipment fleets up to $30 million dollars. Brian is currently serving on the AEMP Workforce Development Committee and holds a degree in Diesel and Automotive Technology from Universal Technical Institute.

Adam Ralph, CEM  ▶ Corporate Equipment Superintendent, Traylor Brothers

Adam Ralph, CEM is currently a Corporate Equipment Superintendent for Traylor Bros., Inc., and has over 17 years’ designing, maintaining, and operating many types of heavy equipment in various environments ranging from under the ground to on the water. Along with equipment he has also managed various projects, people, fabrication/refurbish shop, and equipment yards. He is heavily involved in AEMP as a current board member, a past Chairman of the Annual Planning Committee, and a former member of the Safety Committee. Adam has also served as the Chairman of Traylor Bros., Inc.’s Annual United Way Campaign. He is a recipient of the Under 40 in Construction Equipment Awards. He also has a mechanical engineering background where he received a degree from Purdue University.

Thom Sicklesteel  ▶ Chief Executive Officer, National Commission for the Certification of Crane Operators (NCCCO)

Thom Sicklesteel is CEO of the National Commission for the Certification of Crane Operators (NCCCO). Mr. Sicklesteel is also a voting member of ASME B30.5 and an alternate on B30 and serves on the boards of 8 other companies / associations. Prior to joining NCCCO, Mr. Sicklesteel served as General Manager for Leavitt Cranes-USA, Branch Manager for Barnhart Crane and Rigging as well as President of Sicklesteel Cranes, Inc. (SCI). Under his leadership, SCI won multiple national and regional safety awards. Mr. Sicklesteel was a stakeholder for the Washington State (WA) Crane Administrative Code Committee and Select Committee. Thom has served as a Subject Matter Expert for the WA Crane Certifier Exam, Construction Hoist Exam as well as the NCCCO Lift Director Exam and Crane Type Advisory Group.
SESSION HIGHLIGHTS

Finding Fleet Excellence

You know you want to be great…but how?

Are you new to equipment management? Maybe you are not, but your company is new to the idea it can be done better? Or maybe you are ready to disrupt the way it has always been done and find new solutions to recurring problems. AEMP’s mission is to build excellence in equipment management, yet what does excellence look like and how have others achieved it? Everyone’s journey to excellence will be different, why not learn from those that have come before you and succeeded?

Join members of the Schlouch Incorporated team as they share their learning and best practices on their journey to fleet excellence.

With the benefit of hindsight and looking at the current state of their fleet, this company will share how they focused on fleet fundamentals, best practices while keeping it simple.

Join to learn how one company successfully:

► Identified current state.
► Created a vision.
► Generated a company-wide reliability focus.
► Implemented fleet fundamentals.

Steve Nester, CEM, STSC ► Estimator/ Project Manager and Department Coordinator, Schlouch Inc.

Steve has 35 years in the construction industry & started operating heavy equipment in 1987. He joined Schlouch Incorporated in 1993 and started managing a small department of Schlouch in 1995. Today, Steve still manages that same team, while additionally working as an estimator/project manager & consulting on the fleet. Steve is a direct report to the owner of Schlouch, assisting in steering the company’s success. In 2005, working with the COO & CFO, he assisted in transforming the company’s fleet model. Steve achieved the designation of CEM in 2006. In 2015, Steve achieved the designation of Safety Trained Supervisor Construction (STSC) from the Board of Safety Professionals (BSP).

Kevin Reimert, CEM, STSC ► Fleet Coordinator, Schlouch Inc.

Kevin Reimert is the Fleet Coordinator for Schlouch Inc.; he is responsible for the asset management and maintenance facility for the 280 pieces of on and off-road construction fleet. Kevin also coordinates Schlouch’s Logistics Department and is heavily involved in the company’s recruiting and employee development efforts. He is a graduate of BCTC, UTI, and has earned several equipment OEM certifications, the STSC and has been a CEM since 2012.
Retaining Employees with a Captivating Culture

Many of you attended the educational session at CONNECT 2019, ‘Putting Millennials to Work’ with Turner Mining Group President, Keaton Turner and Chief Operating Officer, Thomas Haun. In an encore presentation, they return to the AEMP stage to build upon last year’s focus on recruitment and hiring and focus more on the importance of culture to retain a committed workforce.

Join us to hear a fresh take on the role values play and how culture doesn’t just “happen” it’s “created” by those who show up and contribute to it every day. Turner Mining Group claims that they want all of their young, talented employees to retire with them, which is a bold statement when speaking to a field force of millennials. By sharing their story of rapid growth and a relentless commitment to scaling their culture, the keys to their success will be highlighted in order to help others build the industry of tomorrow.

Attending this session will provide interactive dialogue around:

► The importance of a purpose and values-driven organization.
► Communicating values frequently and consistently leveraging social media.
► Living out values by taking action against them daily, including business decision making.

Keaton Turner ➤ President, Turner Mining Group

Keaton Turner is the President and Founder of Turner Mining Group. A business leader with broad understanding of the mining industry, Keaton has led organizations across new business acquisition, site operations, vendor strategy, and client relations. Before founding Turner Mining Group, Keaton headed a division of Turner Contracting, Inc. - supervising strategic direction, operations, and commercial development, led project design, estimation, operations management, and partner coordination. Keaton holds a Bachelor’s of Science in Construction Management and Business Administration from Indiana State University.

Thomas Haun ➤ Chief Operating Officer, Turner Mining Group

Thomas Haun is the Chief Operating Officer of Turner Mining Group. A commercial leader experienced in new business creation, Thomas has held leadership roles across operations, sales and marketing, business development, strategy, and finance. Before joining Turner Mining Group, Thomas led global business development for PrecisionHawk - overseeing strategic direction, ecosystem development, and commercial partnerships. Previously, Thomas was part of DuPont’s Corporate Leadership Development Program, where his responsibilities included building new markets for DuPont Pioneer’s technology and services business. Additionally, Thomas led proposal development for Northrop Grumman Corporation. Thomas holds a Master’s of Business Administration from Harvard Business School.
SESSION HIGHLIGHTS

Change is Inevitable – Manage it

This session isn’t just about telematics and the flood of change that can take over your fleet management. It is not a ‘how-to connect your fleet’ spiel. We know many AEMP members understand telematics and are well down the road of managing a connected fleet, so there will be no rehashing why connecting your fleet is a good idea. With so many shiny objects and fires competing for the equipment managers’ attention and the rapid pace in which things change, an equipment manager’s responsibilities look very different than that of 10 years ago. Those that have actively managed that change see success. Those that succumb to the stress of change are often chasing shiny objects and consistently putting out fires. How do we turn a traditionally reactive process into a proactive one?

If you know your strategic priorities and your ultimate goal is to successfully sustain programs and systems for the benefit of all stakeholders, you will need to have a laser focus on change management. By using telematic implementation as an example of how complicated change can be, you will walk away with a method that can be applied to any complicated work process you are currently dealing with.

► If you find yourself doing things the way they have always been done, then this session is for you.
► If you want to set your team up for success and realize the potential that proactive change can have on your fleet management priorities in 2020, then this session is for you.
► If you want to move beyond just utilizing data from the field beyond hours and not fall behind your competitors, then this session is for you.

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Jason Threewitts  ► Digital Services for Carter Machinery, Inc.

Jason Threewitts, Digital Services for Carter Machinery, Inc. Caterpillar dealer servicing customers in Virginia, West Virginia, D.C., Maryland and Delaware. Jason works with a team responsible for deploying, training, listening, and developing digital services that enable teams across the dealership and customers we serve, turn data into actionable information. Leveraging digital production tools and monitoring connected fleets to help improve operational efficiency to achieve reduced operating cost per hour is our mission.
Putting Together the Entire Story for a Predictive Maintenance Program

While oil analysis is an invaluable condition monitoring tool, it tells us very little about what’s happening inside the cooling system. Coolant analysis gives us the rest of the story by pinpointing coolant and cooling system issues that can lead to premature engine failure and have a detrimental effect on the lubrication side. We will discuss today’s engines, fluids, issues directly related to cooling systems and how to properly utilize the condition monitoring tools to get the most out of your predictive maintenance program.

Elizabeth O’Neil-Nelson

Elizabeth O’Neil-Nelson is a coolant analysis industry veteran with over three decades of experience in Cooling System Predictive Maintenance research and development. She has 35 years of experience managing coolant testing and analysis programs for several U.S. laboratories overseeing production, quality control, testing methodologies and data interpretation. Nelson has authored seven books and numerous technical papers on cooling system maintenance issues facing the industry and has trained thousands of maintenance and reliability professionals on the impact coolant analysis and cooling system maintenance can have on overall engine performance.
SPONSORSHIP

An AEMP Conference Sponsorship delivers the greatest impact and visibility leading up to, throughout, and following the CONNECT 2020: Management Conference & Annual Meeting. A variety of sponsorship levels are available exclusively to AEMP members to help you achieve your specific marketing goals. Regardless of the level, you’ll receive hands-on assistance from the AEMP sponsorship team!

By participating in AEMP’s sponsorship programs, you signal your commitment to delivering relevance and value to hundreds of the industry’s leading equipment managers, as well as the fleet intensive organizations. It’s more than a marketing play. CONNECT 2020: Management Conference & Annual Meeting is about creating experiences and wisdom for its attendees that will resonate long after the conference is over!

Diamond Level ➤
Achieve the greatest marketing impact possible with these opportunities.
Investment: $10,000+
*Each of these includes two conference registrations*
- Equipment Manager Community Café ($25,000)
- Saturday Opening Networking Event
- Sunday Reception/Happy Hour
- Hotel Room Key and Sleeve
- Mobile App
- Fleet Masters (Tuesday) Brunch

Platinum Level ➤
Hone in on your target audience with these opportunities.
Investment: $7,500+
*Each of these includes one conference registration*
- Lanyards
- WiFi
- Tossable Q&A Mics

Gold Level ➤
Achieve the greatest marketing impact possible with these opportunities.
Investment: $5,000+
- Sunday Concurrent Presentations
- Monday Concurrent Presentations
- Sunday Opening Keynote
- Monday Closing Keynote
- Sunday Lunch

Silver Level ➤
Create an immediate impact with these high-profile opportunities
Investment: $2,500
- Sunday Breakfast
- Monday Breakfast
- Seat Drop
- Daily Refreshment Breaks

Silver Level ➤
Create an immediate impact with these high-profile opportunities
Investment: $2,500
- Sunday Breakfast
- Monday Breakfast
- Seat Drop
- Daily Refreshment Breaks

Bronze Level ➤
Leave a lasting impression with these targeted opportunities
Investment: $1,000
- IGNITE Program Sponsor

Contributing Level
Affordable exposure on signage, rotating slides and website
Investment: $500

 Reserve your sponsorship today! Visit www.aemp.org/page/CONNECT-Sponsorship
Or contact Tony Veroeven at tveroeven@aemp.org, 608-310-5575
CELEBRATE AEMP’S FINEST

AEMP and Construction Equipment are proud to present the annual Fleet Masters™ Award recognizing equipment professionals who go above and beyond in meeting the challenges inherent in cost-effective, efficient, and effective management of mixed fleets. The Fleet Masters status is awarded to the fleets that represents a standard of excellence that raises the bar for equipment-management professionalism.

To find out who this year’s winners are, join us for brunch on Tuesday at CONEXPO-CON/AGG!

The AEMP Education Foundation Technician of the Year Award is presented annually to the individual who exemplifies the heavy equipment profession’s best technician. In recognizing technicians who are models of excellence within the profession.

2019 Technician of the Year Recipient: John Kelchner of Schlouch, Inc.

Be our next Technician of the Year! Experienced technicians, from both public and private fleets, are encouraged to apply. Applications opening this Spring!

Many individuals have played a tremendous role in advancing the AEMP Mission, the stature of the equipment management profession and the heavy equipment industry. AEMP annually honors those who have made a significant, measurable difference in the profession, the industry and AEMP through the induction into the AEMP Hall of Fame.

To find out who is being inducted into The Hall of Fame, join us for lunch on Sunday!