

Talent: Keeping the product moving

Alex Meza

President, Jack Cooper Transport



JACK COOPER

Financial Services

Bank of America
Merrill Lynch

BARCLAYS

citigroup

CREDIT SUISSE

Deutsche Bank

Goldman
Sachs

JPMorganChase

Morgan Stanley

UBS



Technology



Wellness Science?



Talent availability?

Best Supply Chain / Logistics programs



- 1 Michigan State
- 2 Arizona State
- 3 Massachusetts Institute of Technology
- 4 Pennsylvania State University
- 5 Ohio State University

Over 230 colleges and Universities in the US offer a logistics / SCM major

Talent availability?



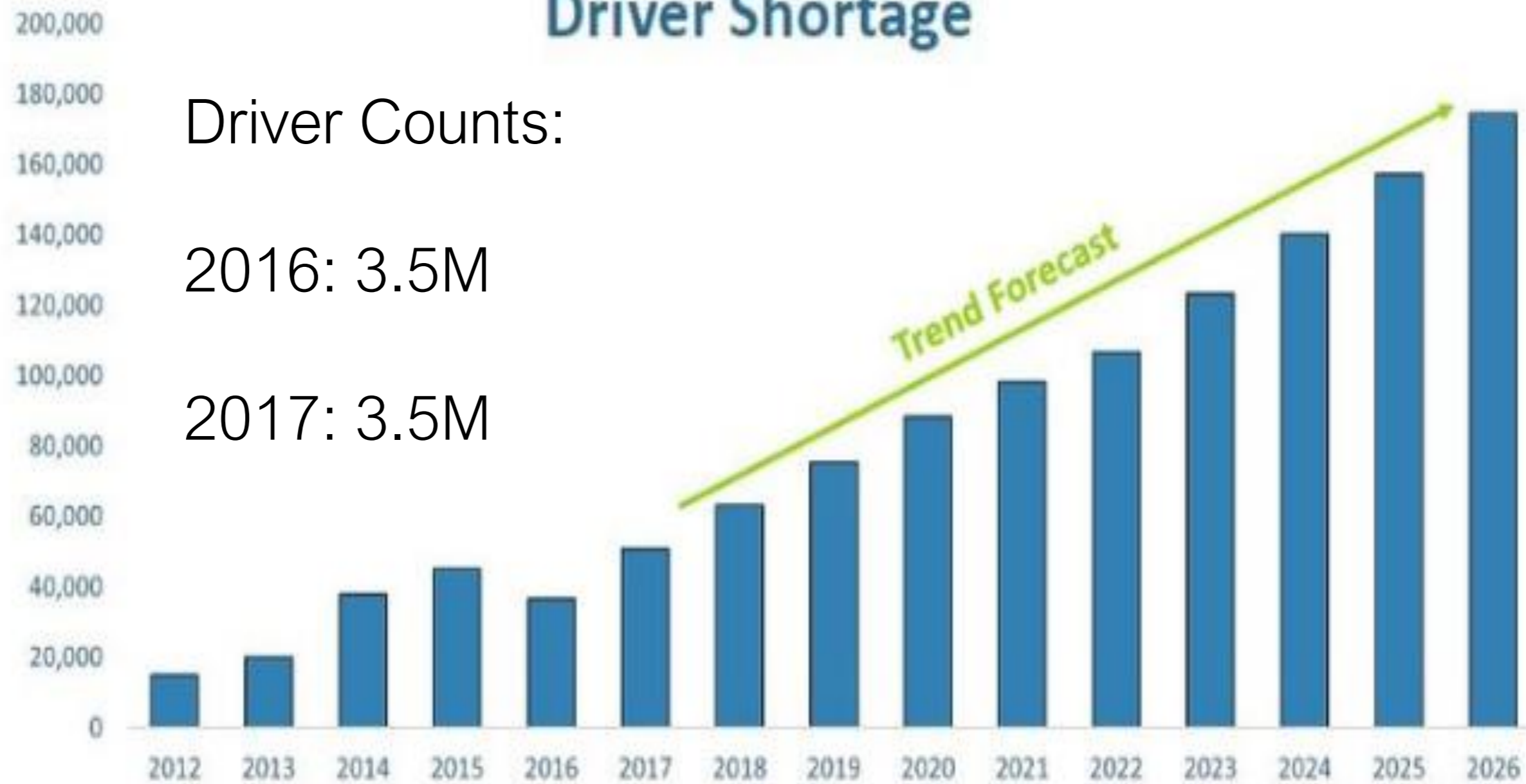
Driver availability?

BIG ISSUE!



The numbers

Driver Shortage



Source: ATA's *Truck Driver Shortage Analysis 2017*

90% plus – Car haul
substantially below



Trade growth outpacing
driver supply



The Problem

Generational



Economic incentive



Potential Solutions?

Generational

- Increase women and minorities as drivers?
- Reduce age to 18 (being piloted currently) ?
- Temporary visas for drivers?

Economic

- Wage improvement / catch up?

Techno / Operations

- Platooning?
- Routing optimization with home time as a driver?



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THANK YOU!