



2025 Annual Forum -- Willard Hotel, Washington, D.C.

Sunday - July 20th

5:00 PM to 7:00 PM

Forum Welcome Reception at The Hamilton

This outstanding networking event kicks off the NHDA FORUM.

Hosted by: Tenstreet

Monday - July 21st

9:00 AM to 11:30 AM

NHDA Board of Directors Meeting -

Open to members of the NHDA

12:00 PM to 1:00 PM

Kickoff Luncheon & Annual Meeting

Hosted by: Vanliner Insurance

Forum Welcome & Annual Meeting

Emily Phillips, President NHDA

NHDA Foundation Fellows Recognition – The Class of 2025

Don Staniszewski, Chairman NHDA Foundation

Daniel Hall, PhD. Dean - Phillips School of Business, High Point University

Kelly Perry, Vanliner Insurance – Leadership Institute - Class of 2024

1:15 PM to 2:15 PM

KICKOFF SPEAKER - Heidi Ratti, Chief Human Resources Officer, RXO

Hosted by: AccuSourceHR

Ratti's career in human resources includes 16 years of executive experience in transportation-related industries. She joined XPO's HR organization upon the company's acquisition of Pacer International, a leading rail freight logistics provider, and subsequently became vice president, human resources before being promoted to her current position. Prior to XPO and Pacer, Ratti worked with MAHLE, a global supplier to the automotive industry.

2:15 PM to 2:30 PM

Coffee Break -- *Hosted by Checkr*

CONCURRENT SESSIONS

2:30 PM to 4:00 PM

Assembly and Installation Roundtable:

- Moderator: Adam Staples, Senior Director of Field Operations, AIT Worldwide Logistics
- Mike Giaccone, Founder, MG Holdings
- Robert Toca, CEO, Max's Services – Luxury Appliance Installations

Workforce Roundtable: “Strategies for recruiting and retaining women executives”

- Moderator: Luisa Solana, RXO & WHDC Chair
- Jennifer Hedrick – President, Women in Trucking
- Pete Punwani, Managing Director – Final Mile & Courier, Global Executive Solutions Group
- Eileen Dabrowski, Founder & CEO, Apex Tide Consulting

Risk Management Roundtable – “Emerging policy impacts to final mile operations from tariffs, immigration, and labor regulations”

- Moderator: Adam Lounsbury, Partner, Jackson Lewis & Co-chair NHDA Risk Management Council
- Jonathan Todd, Co-chair Transportation Practice, Benesch Law
- Bryan Nelson, Partner, Taylor Nelson
- John Vargo, COO, JB Hunt Final Mile

4:15 PM to 5:30 PM

Compliance Roundtable: Don't Set It and Forget It -- The Importance of Continuous Monitoring

- Moderator: Allison Rogers, General Counsel, UST
- Peter Berg – Principal, Practice Leader, TrueNorth Companies
- Dan Filby – CEO, AccuSourceHR
- Renee Paul – Vice President, BizChoice Transportation

M&A Roundtable: The State of Investment in the Big & Bulky Segment

- Moderator: Rob Davis, CEO, Diakon Logistics
- Eric Heath, Managing Director, Bluejay Advisors
- Mike Daly, Senior Vice President, Corporate Development & Strategy, Hub Group
- Alex Rafla, Partner, Clarendon Capital

Operation Roundtable: One Size Won't Fit All: How software collaboration, integration, and interoperability shapes final mile delivery.

- Moderator: Jared Allen, CTO & CISO, Openforce
- Satish Natarajan, Founder & CEO, DispatchTrack
- Anthony Fedele Vice President of North America, FarEye Technologies
- Josh Camacho, Chief Operating Officer, Bungii



6:00 PM to 7:00 PM

The Wine and Cheese Reception

Relax with your colleagues over a glass of wine, review today's program then head out to enjoy the dynamic restaurant scene of Washington, DC a truly great "foodie" town!

Hosted by: Enterprise Mobility

Tuesday – July 22nd

MORNING GENERAL SESSION

Hosted by: GigSafe

8:00 AM to 9:15 AM

Keynote Address – Chris Spear, CEO, American Trucking Association

Mr. Spear is President and Chief Executive Officer of the American Trucking Associations, advocating public policy on behalf of the nation's trucking industry. He serves on the Board of Directors for the American Transportation Research Institute, Trucking Cares Foundation and the Louisa Swain Foundation. Chris Spear is a government relations specialist with over two decades' experience on five continents, serving the transportation, energy and defense technology sectors.

9:15 AM to 10:30 AM

ADM Michael Rogers (RET): Former Commander of the US Cybersecurity Command

Former NSA Director and head of US Cyber Command—and a trusted expert in geopolitical risk—Admiral Mike Rogers shows leaders how to embrace chaos as an opportunity for change. A four-star Admiral with 37 years of service, including his leadership roles as the Director of the National Security Agency (NSA), Commander of U.S. Cyber Command and the Central Security Service, Admiral Rogers' experience as a cybersecurity practitioner and policymaker is unmatched. Serving in these roles at the highest levels of government under both Presidents Obama and Trump, Admiral Rogers helped the country navigate some of the most pivotal security matters since the Cold War.

10:30 AM to 10:45 AM

Coffee Break -- Hosted by Checkr

10:45 AM to 12:00 PM

Technology Roundtable: Enhancing Cybersecurity in Final Mile Operations

Mary Costigan, Partner, Jackson Lewis PC

Clay Blankenship, COO, Iron Gate Cybersecurity

Joseph Curet, Corporate Strategist: Strategy & Analytics, 98Holdings



12:00 PM to 1:00 PM

Annual Luncheon

Hosted by: FarEye Technologies

AFTERNOON GENERAL SESSION

Hosted by: The Hub Group

1:00 PM to 2:15 PM

Featured Industry Speaker – Steve Sensing, President, Supply Chain Division, Ryder System

Steve Sensing is president of Supply Chain Solutions (SCS) and Dedicated Transportation Solutions (DTS) at Ryder System, Inc., a leading supply chain, dedicated transportation, and fleet management solutions company. In this role, Mr. Sensing is responsible for the management, operations, sales, and financial performance of Ryder's SCS and DTS businesses leading a network of drivers, vehicles, distribution, transportation, e-commerce, and warehouse operations, as well as a shared network of e-fulfillment and "big and bulky" last mile locations dedicated to specific customers. He is a member of Ryder's executive leadership team.

2:15 PM to 3:30 PM

Retail Trends and Policy Overview Panel:

Moderator: Jeff Potter, Senior Vice President, Hub Group

Brian Dodge: CEO & Executive Vice President, Retailer Industry Leaders Association

Kelly Mariotti: CEO, Association of Home Appliance Manufacturers

3:30 PM to 3:45 PM

Coffee Break -- *Hosted by Checkr*

3:45 PM to 5:00 PM

Retail Roundtable Panel:

Moderator: Ben Rambo, Senior Director of Logistics, GEODIS

Todd Warner, Director Logistics – Final Mile, Mattress Firm

Mike Staudt, Vice President, Home Services and Enablement, Best Buy

Don Nelson, Director of Operations, Crate & Barrel



NHDA Pinnacle Awards Reception & Dinner **National Press Club**

6:00 PM to 9:30 PM

Hosted By: Openforce & Ryder Systems

The Pinnacle Awards Reception & Dinner is a terrific evening of fellowship celebrating honorees that have advanced our industry, the association, and their communities. Join your industry peers opens an evening of celebration, comradery, and good food. The 2025 Pinnacle Award recipients are:

Lifetime Achievement Award – Scott Ramsey, UST Logistical Systems

Community Impact Award – Kathy Fulton, American Logistics Aid Network

Industry Impact Award – Enterprise Truck Rental

Wednesday – July 23rd

8:00 AM to 10:30 AM

Policymaker Breakfast

Hosted By: True North Companies

The Policymakers Breakfast brings three of the important policymakers from the US Senate, House of Representatives and the administration to share insights on how the policy environment is impacting supply chain and the final mile delivery of bulky goods. Featured speakers include:

Congressman Kevin Kiley, House Health, Education, Labor & Pensions (HELP) Committee.

First elected in 2022, Congressman Kevin Kiley proudly serves the people of California's 3rd District. Since coming to Congress, Rep. Kiley has been a champion for workers' rights. He lead the effort to overturn the Biden administration's Department of Labor's independent contractor ruling, which limits workers' ability to choose when and where they want to work. Kiley holds a bachelor's degree from Harvard, a law degree from Yale, and a master's in secondary education from Loyola Marymount.

Senator Bill Cassidy, Chairman, Senate Health, Education, Labor & Pensions (HELP) Committee

Senator Cassidy was elected to the U.S. Senate from Louisiana in 2014. Cassidy serves as Chairman of the Health, Education, Labor, & Pensions (HELP) Committee and serves as a member of the Finance Committee, the Energy and Natural Resources Committee, and the Veterans Affairs Committee.

Jesse Elison, Chief Counsel, Federal Motor Carrier Safety Administration (FMCSA)

Jesse Elison serves as Chief Counsel for the Federal Motor Carrier Safety Administration (FMCSA) at the U.S. Department of Transportation (USDOT). He was appointed to this role in January 2025 and oversees legal services for FMCSA headquarters and field offices. Mr. Elison was previously a partner at a law firm specializing in providing comprehensive representation to motor carriers and logistics



companies. For two decades Mr. Elison has advised on compliance matters regulated by FMCSA, ensuring that transportation companies adhered to relevant laws and regulations.