



# ADVISORY AND WORKING COMMITTEES

Updated: March 2025

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# Certification Committee

## Description of Committee:

The Certification Committee will consist of GAP Connections (GAPC) Board Members and any others identified, nominated, and approved by the existing Committee to help provide needed counsel, input, or feedback on a Certification and Remediation program.

## Committee Scope:

The Certification Committee will work to design, develop, and evaluate a certification and remediation program including a worker and grower concern process for GAP Connections. The Committee will bring awareness of concerns and questions of the members and stakeholders and make proposals when necessary to the GAPC Board.

## Committee Members:

Name	Representation
Tracie Anderson	Hail & Cotton
Johanna Armah	Altria
Lily Bland	Pyxus Agriculture USA, LLC
Katie Dillon	Gallatin Redrying and Storage
Matthew Drake	Pyxus Agriculture USA, LLC
Abbi Graves	Hail & Cotton
Madison Hilton	R.J. Reynolds
Brittany Irving	Altria
Brent Leggett	Grower Member
Hunter Mason	Universal Leaf
Robbie Parker	U.S. Tobacco Cooperative, Inc.
Al Pedigo	KY Burley and Dark Tobacco Producers Association
Jennie Salyer	Gallatin Redrying and Storage
Chris Stainback	JTI
Eric Walker	Burley Stabilization Cooperative
Tim Yarbrough	Tobacco Growers Association of North Carolina
Donald Zampelli	Altria

# Farm Worker Advisory Committee

## Description of Committee:

The Farm Worker Advisory Committee will consist of at least one GAPC Board of Director and four to six organizations that serve farm workers in the regions where GAPC has a presence. All organizations must be approved by the Board of Directors prior to joining The Farm Worker Advisory Committee.

## Committee Scope:

The Committee will serve an advisory role for GAPC staff and Board of Directors on topics related to farm workers and/or farm labor contractors including but not limited to training, resources, outreach, and audit verification by:

- Providing input on GAPC policies, procedures and standards that pertain to farm workers and their working environment;
- Assisting in the planning of the Farm Safety and Compliance events; and
- Advising GAPC on ways to better assist in creating a safe and compliant work environment.

## Committee Members:

Name	Region	State
Richard Blaylock	US DOL Wage & Hour Division	North Carolina
Deborah Bourland	KY Migrant Education Program	Kentucky
Donna Carpenter	Agriculture Workforce Management Association	Kentucky
Guillermo Fernandez	NC Department of Commerce Agricultural Services	North Carolina
Brittany Irving	Altria, GAPC Board Member	Virginia
Drew Long	NC Department of Commerce Agricultural Services	North Carolina
Robbie Parker	US Tobacco Cooperative, Inc., GAPC Board Member	North Carolina
Miguel Perez	US DOL Wage & Hour Division	North Carolina
Terri Peters	US EEOC	Georgia
Jennifer Poole	Virginia Agriculture Growers Association	Virginia
Beth Rodman	NC Department of Labor	North Carolina
Lee Wicker	NC Growers Association	North Carolina
Lynn Whitehouse	KY OSHA	Kentucky

# Grower Advisory Committee

## Description of Committee:

The Committee will consist of the two GAPC Connections (GAPC) Board Grower Representatives, two GAPC Grower Association Representatives, and nine GAPC Grower Members representing the major tobacco types and growing regions.

## Committee Scope:

The Grower Advisory Committee will provide input on GAPC policies and procedures affecting growers, bring awareness of concerns and questions of the grower community to the GAPC Board, and suggest ways in which GAPC can better assist growers.

**Committee Appointment:** GAPC Connections will solicit names of potential committee members from the Extension Service, grower associations and Board members, develop a proposed list, contact proposed members to ascertain their willingness to serve, and present the list to the GAPC Board for final approval. Membership must comprise of the GAPC Board Grower Representatives, Grower Association Representatives, and one member from each of the following areas:

- Ohio/West Virginia/Indiana burley
- Pennsylvania/Maryland air cured
- Kentucky burley
- Tennessee/Virginia/W. North Carolina burley
- Kentucky/Tennessee dark air/fire cured
- Virginia flue cured
- North Carolina flue cured
- Georgia/Florida flue cured
- South Carolina flue cured
- Burley Council
- Tobacco Growers Association of North Carolina

## Committee Members:

Name	Region	State
Heather Cansler	Kentucky/Tennessee dark air/fire cured	Kentucky
Jason Crouch	Tennessee/Virginia/ North Carolina burley	Tennessee
Adam Gregory	Virginia flue cured	Virginia
Colton Gross	North Carolina flue cured	North Carolina
John Hardin	Ohio/West Virginia/Indiana burley	Indiana
Brent Leggett	GAPC Board Member: flue cured	North Carolina
Jackson Lord	Georgia/Florida flue cured	Florida
Donald Mitchell	Kentucky burley	Kentucky
Nathan Musser	Kentucky/Tennessee dark air/fire cured	Kentucky
Al Pedigo	GAPC Board Member/Burley Council	Kentucky
Gary Reichard	Pennsylvania/Maryland air cured	Pennsylvania
Matt Stevens	South Carolina flue cured	South Carolina
Tim Yarbrough	GAPC Board Member/ TGANC: flue cured	North Carolina

# Worker Concern Helpline Committee

## Description of Committee:

The Worker Concern Helpline Committee will consist of GAP Connections (GAPC) Board Members and any others identified, nominated, and approved by the existing Committee to help provide needed counsel, input, or feedback on issues.

## Committee Scope:

The Worker Concern Helpline Committee will discuss and propose procedures and protocols for investigations into worker concerns on farms participating in the GAPC Certification Program.

## Committee Members:

Name	Representation
Lily Bland	Pyxus Agriculture USA, LLC
Jane Chadwell	GAP Connections
Brittany Irving	Altria
Madison Hilton	R.J. Reynolds
Brent Leggett	Grower Member
Hunter Mason	Universal Leaf
Robbie Parker	U.S. Tobacco Cooperative, Inc.
Jennie Salyer	Gallatin Redrying and Storage
Tim Yarbrough	Tobacco Growers Association of North Carolina

# Investigative Review Committee

The Investigative Committee is a sub-committee of the Worker Concern Helpline. The Investigative Review Committee consists of, at minimum, two company members and two grower members from the Worker Concern Helpline Committee that are available at the time to review the concerns.

## **Committee Scope:**

The Investigative Review Committee meets to review concerns that are raised and (1) need further review outside of GAPC staff and Clear Voice staff or (2) are raised by methods other than the WCH.

# Training Committee

## Description of Committee:

The GAPC Training Committee will consist of GAPC Board of Director members, observers and GAPC staff. Committee members will annually be appointed and approved by the Board of Directors.

## Committee Scope:

The Training Committee will serve an advisory role for GAPC staff to identify the educational and training needs of growers and workers and advise development of training programs covering Crop, Environmental, and Labor Management topics in order to improve grower compliance and meet the needs of the tobacco industry.

The Training Committee will advise by:

- Defining the training and educational programs and resources that support GAPC's mission
- Identifying the needs and assist with the development of training for growers and farm workers in the tobacco industry
- Identifying the methods of training and distribution of educational resources for growers and farmworkers

## Committee Members:

Name	Representation
Johanna Armah	Altria
Lily Bland	Pyxus Agriculture USA, LLC
Katie Dillon	Gallatin Redrying and Storage
Matthew Drake	Pyxus Agriculture USA, LLC
Abbi Graves	Hail & Cotton
Madison Hilton	R.J. Reynolds
Brittany Irving	Altria
Brent Leggett	Grower Member
Hunter Mason	Universal Leaf
Donald Mitchell	Grower Member
Nathan Musser	Grower Member
Robbie Parker	U.S. Tobacco Cooperative, Inc.
Al Pedigo	Council for Burley Tobacco
Amy Rochkes	GAP Connections
Jennie Salyer	Gallatin Redrying and Storage
Chris Stainback	JTI
Yutai Stanley Tang	China Tobacco International (North America)
Eric Walker	Burley Stabilization Cooperative
Tim Yarbrough	Tobacco Growers Association of North Carolina
Donald Zampelli	Altria



# Monitoring Advisory Committee

## Description of Committee:

The Monitoring Advisory Committee will consist of GAP Connections (GAPC) Board Members, Observers, and at minimum one (1) grower and any others identified, nominated, and approved by the existing Committee to help provide needed counsel, input, or feedback on issues.

## Committee Scope:

The Monitoring Advisory Committee will advise the GAPC Board, Executive Committee and staff on issues related to monitoring activities including but not limited to (1) monitoring firm selection, (2) monitoring protocols, policies, and processes, and (3) reviewing and addressing concerns or issues with approved monitoring firms or auditors.

Name	Representation
Matthew Drake	Pyxus Agriculture USA, LLC
Brittany Irving	Altria
Madison Hilton	R.J. Reynolds
Robbie Parker	U.S. Tobacco Cooperative, Inc.
Grower Member	Based on type and auditor who visited operation

# Review and Remediation Committee

## **Description of Committee:**

The Remediation Committee will be comprised of a GAPC staff organizer (generally the Compliance and Assessment Coordinator), two grower members and two company members. The members can rotate based on availability and location of the audit.

If the Committee chooses to, they can bring in consultants such as an audit firm representative and/or a content expert depending on the issues that are in question for remediation.

## **Committee Scope:**

The Review and Remediation Committee will meet as needed to review cases in which the non-compliance issue does not fall into a predefined remediation path. The Committee will review the audit, site visit or desktop review report and any provided notes from the auditor or GAPC staff and prescribe the course of remediation for the grower by a majority vote. The Committee will also meet as needed to review and approve denials of Certification by a majority vote.

Committee Membership is anonymous.