



**ADVISORY AND WORKING
COMMITTEES**

Updated: March 2021

Contents

| | |
|--|---|
| Certification Committee | 2 |
| Farm Worker Advisory Committee..... | 3 |
| Grower Advisory Committee | 4 |
| Worker Concern Investigative Committee | 5 |
| Training Committee | 6 |
| Monitoring Advisory Committee | 7 |
| Review and Remediation Committee | 7 |

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 |
|-------------------|---|
| Al Pedigo | Council for Burley Tobacco |
| Brent Leggett | Grower Member |
| Lily Bland | Pyxus Agriculture USA, LLC |
| Frank Geovannello | Altria |
| Robbie Parker | R.J. Reynolds |
| Mamie Sutphin | R.J. Reynolds |
| Tim Yarbrough | Tobacco Growers Association of North Carolina |
| Hunter Mason | Universal Leaf |
| Linda McMurtry | Hail and Cotton |
| Jennie Salyer | Gallatin Redrying and Storage |
| Katie Dillon | Gallatin Redrying and Storage |
| Eric Walker | Burley Stabilization Cooperative |

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 can better assist to create a safe and compliant work environment.

Committee Members:

| Name | Region | State |
|-------------------|---|----------------|
| Rick Alexander | KY Agriculture Workforce Management Association | Kentucky |
| Richard Blaylock | US DOL Wage & Hour Division | North Carolina |
| Miguel Perez | US DOL Wage & Hour Division | North Carolina |
| Deborah Bourland | KY Migrant Education Program | Kentucky |
| Luiz Cruz | NC Department of Commerce | North Carolina |
| Frank Geovannello | Altria, GAPC Board Member | Virginia |
| Nancy Hagan | NC Project NO Rest | North Carolina |
| Robbie Parker | RJ Reynolds, GAPC Board Member | North Carolina |
| Jennifer Poole | VA 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 GAP 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: GAP 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 |
|-----------------|---|----------------|
| Craig Armstrong | Ohio/West Virginia/Indiana burley | Ohio |
| Andrew Miller | Pennsylvania/Maryland air cured | Pennsylvania |
| Donald Mitchell | Kentucky Burley | Kentucky |
| William Shipley | Tennessee/Virginia/ W.North Carolina burley | Tennessee |
| Dale Seay | Kentucky/Tennessee dark air/fire cured | Kentucky |
| Joanna Carraway | Kentucky/Tennessee dark are/fire cured | Kentucky |
| Jason Clary | Virginia flue cured | Virginia |
| Archie Griffin | North Carolina flue cured | North Carolina |
| Reid Turner | Georgia/Florida flue cured | Georgia |
| Neal Baxley | South Carolina flue cured | South Carolina |
| Al Pedigo | GAPC Board Member/Burley Council | Kentucky |
| Brent Leggett | GAPC Board Member: flue cured | North Carolina |
| Tim Yarbrough | GAPC Board Member/ TGANC flue cured | North Carolina |

Worker Concern Investigative Committee

Description of Committee:

The Worker Concern Investigative 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 Investigative 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 |
|-------------------|---|
| Hunter Mason | Universal Leaf |
| Lily Bland | Pyxus Agriculture USA, LLC |
| Tim Yarbrough | Tobacco Growers Association of North Carolina |
| Robbie Parker | R.J. Reynolds |
| Mamie Sutphin | R.J. Reynolds |
| Brent Leggett | Grower Member |
| Frank Geovannello | Altria |
| Jennie Salyer | Gallatin Redrying and Storage |

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 |
|---------------|---|
| Lily Bland | Pyxus Agriculture USA, LLC |
| Viggo Wang | China Tobacco International (North America) |
| Robbie Parker | R.J. Reynolds |
| Mamie Sutphin | R.J. Reynolds |
| Jennie Salyer | Gallatin Redrying and Storage |
| Katie Dillon | Gallatin Redrying and Storage |
| Hunter Mason | Universal Leaf |
| Eric Walker | Burley Stabilization Cooperative |

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, polices, 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 |
| Mamie Sutphin | R.J. Reynolds |
| Brent Leggett | Grower Member |

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.