

PEMA® 2020 ANNUAL MEETING PROGRAM
Loews Ventana Canyon Resort • Tucson, Arizona
February 26-29, 2020



Wednesday • February 26, 2020

3:30 p.m. – 5:30 p.m. **BOARD OF DIRECTORS MEETING**
Rincon

6:00 p.m. – 8:00 p.m. **REGISTRATION**
Bill's Grill

6:00 p.m. – 8:00 p.m. **WELCOME PARTY**
Bill's Grill

Thursday • February 27, 2020

7:45 a.m. – 9:00 a.m. **REGISTRATION**
Catalina Ballroom Foyer

8:00 a.m. – 9:00 a.m. **BREAKFAST ROUNDTABLES (Executives Only)**
*Ventana Dining Room,
Sonora, Rincon,
Sabino, Santa Rita*

Employee Recruitment & Retention – What employee benefits, events or policies have you found to be most effective in attracting and retaining employees? Are there specific, new programs you've implemented in recent years that have proven successful? Unsuccessful? Has generational evolution of your employees caused you to change some of your previous policies or programs? Do you have programs for key, high-potential employees to further their development and support retention?

Health, Wellness & Insurance – So, where are you now with health insurance for your employees? Did the Affordable Care Act cause your company to modify its healthcare programs? Do you have wellness incentives and/or subsidy programs (onsite fitness center, reimbursement for gym/weight watchers/yoga, etc. memberships)? Do you sponsor "health fairs" or provide rewards for regular medical/dental check-ups? Do you offer enhanced health and wellness programs to senior management? If so, what are they and how do they differ from other employee offerings?

How Is Technology Disrupting Business & Industry? – What technologies are impacting your business the most right now? What is coming in the near future? How do you determine what are impactful technological changes vs. fads? Have you grown and/or changed your technology staffing? What is the biggest threat/challenge you face with technology?

Company Portals/Terms & Conditions – Have you been requested by customers to use web portals to invoice and receive PO's? Has this increased costs for invoicing? Have you addressed this issue through bid packages and specifications?

9:15 a.m. – 10:30 a.m.
Catalina Ballroom

FUTURE 4.0...CAPITALIZING ON A DECADE OF DISRUPTION

** Tom Morrison, CEO, Metal Treating Institute; President, Tom Morrison & Associates*

With disruption driving change at light speed, two things are certain with “change”: you no longer have the luxury of time and it is unforgiving. In a study by IBM, over 5000 C-Suite executives stated that their #1 fear for the future was the “DISRUPTION” of their industry business model. Forbes reports that market disruption will drive 40% of Fortune 500 companies into bankruptcy in the next 10 years. Any industry ignoring the wave of change headed our way will risk becoming irrelevant and eliminated. Enter Future 4.0. In this very insightful and energetic session, Tom will unpack the key elements of FUTURE 4.0 including:

- 3 dynamic forces driving change at hyper speed...it will only get faster
- 2020s economic boom...are you ready
- The 8-year labor shortage
- 4 technologies that will change everything
- Why and where disruption takes place
- How the Internet of Things and Industry 4.0 are the solutions to the future.

10:30 a.m. – 10:45 a.m.

BREAK

10:45 a.m. – 11:45 a.m.

Catalina Ballroom

MEMBER PANEL, INCORPORATING IOT INTO BUSINESS

Facilitator: Tom Morrison

Panelists:

Jeff Dudas, Chairman and CEO, Spiroflow

Chris Keller, CEO, IPEG, Inc.

John Winski, Director of Sales, Coperion K-Tron

Afternoon

NETWORKING AND RECREATION

4:00 p.m. – 9:30 p.m.

DESERT JEEP RALLY AND COWBOY COOKOUT

4:00 p.m.: Jeeps will be waiting at the Ballroom foyer

6:15 p.m.: Jeeps will pick up golfers at the front lobby

PEMA teams will compete in a Jeep rally that will test your knowledge of the Southwestern desert and history. The rally will culminate with a sunset cowboy barbeque on a private ranch. Golfers will be transported directly to the ranch. Be sure to bring a jacket as the desert can get cold after sundown. **Note: no open-toed shoes are allowed.**

Friday • February 28, 2020

8:00 a.m. – 9:00 a.m.

*Ventana Dining Room,
Sonora, Rincon,
Sabino, Santa Rita*

BREAKFAST ROUNDTABLES (Executives Only)

Employee Recruitment & Retention – What employee benefits, events or policies have you found to be most effective in attracting and retaining employees? Are there specific, new programs you’ve implemented in recent years that have proven successful? Unsuccessful? Has generational evolution of your employees caused you to change some of your previous policies or programs? Do you have programs for key, high-potential employees to further their development and support retention?

Cybersecurity – What were your key takeaways from the Cybersecurity presentation at the Fall Meeting? What actions has your company implemented as a result of the Fall Cybersecurity session? What software or

other resources have you found helpful in your efforts to combat Cyber Security threats?

How Is Technology Disrupting Business & Industry? – What technologies are impacting your business the most right now? What is coming in the near future? How do you determine what are impactful technological changes vs. fads? Have you grown and/or changed your technology staffing? What is the biggest threat/challenge you face with technology?

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9:15 a.m. – 10:45 a.m.
Catalina Ballroom

USING YOUR BRAIN TO WIN

* **Holly Green, The Human Factor, Inc.**

Your brain is your most powerful competitive weapon –if you know how to use it properly. The brain can process large amounts of information. It has a real talent for forming patterns and connections. And it loves to answer questions and solve problems. It also has a tendency to see what it expects to see, overlook data that contradicts its prevailing view of the world, and have greater confidence in its decision-making abilities than it should. In order to become more effective leaders, we need a much deeper understanding of how our brain works and how it often gets in the way of winning.

Leveraging the latest in neuroscience, in this session, you'll get tools, techniques and tips for learning how to be even more incredible.

10:45 a.m. – 11:00 a.m.

BREAK

11:00 a.m. – 11:30 a.m.
Catalina Ballroom

MEMBER COMPANY PROFILE: SPIROFLOW

* **Jeff Dudas, Chairman and CEO**

* **Andy Forrester, VP of Sales (America)**

11:30 a.m. – Noon
Catalina Ballroom

ANNUAL BUSINESS MEETING

Afternoon and Evening

NETWORKING AND RECREATION

Saturday • February 29, 2020

7:45 a.m. – 8:45 a.m.
Cascade Terrace

BUFFET BREAKFAST (Executives and Spouses)

9:00 a.m. – 10:15 a.m.
Catalina Ballroom

WORKSHOP FOR LEADERSHIP: PREPARING YOU FOR THE NEXT GENERATION

* **Phil Gwoke, BridgeWorks**

A new generation is emerging in the workforce—new expectations, work preferences, and all—so now is the time to develop a sense for who they are and what they bring to the table. This workshop will teach you everything you need to know about Gen Z and young Millennial employees. We will focus exclusively on the young talent joining your ranks, present their unique background and traits, and discuss what you can expect when working with them. Prepare to walk away with a better understanding of next-gen communication preferences and motivators as well as actionable tips and strategies for how to get the most out of them.

10:15 a.m. – 10:30 a.m.

BREAK

10:30 a.m. – Noon

Catalina Ballroom

PLAYING TO WIN: ESSENTIAL ELEMENTS OF EXTREME PERFORMANCE

* *Robyn Benincasa*

In today's fast-paced environment, you can't afford to follow industry trends and customer expectations — you must lead them. So how can you build a culture focused on relentlessly changing the game while creating what's next? How can you inspire people to not only survive change but to INSPIRE it? This was attitude and mindset of Robyn's World Champion Adventure Racing Team—among the most prolific and consistent winners in the sport for the last 20 years. Her team consistently found a better and more efficient way through the course, used materials in a more creative and game-changing way, and built a truly world-class team that not only shared strengths but shared challenges from start to finish. In this exciting keynote, you will learn how the best and brightest champions consistently LEAD change versus simply reacting and responding to it. Robyn will guide through the essential elements of TEAMWORK.

Afternoon

NETWORKING AND RECREATION

7:00 p.m. – 9:30 p.m.

Upper Terrace

FAREWELL RECEPTION AND DINNER

SPOUSE / GUEST PROGRAM BELOW

SPOUSE / GUEST PROGRAM

Wednesday • February 26, 2020

6:00 p.m. – 8:00 p.m. WELCOME PARTY

Bill's Grill

Thursday • February 27, 2020

8:30 a.m. – 9:30 a.m. SPOUSE / GUEST BREAKFAST

Canyon Café

Spouses and guests will receive a voucher for breakfast in a PEMA designated area of the hotel restaurant.

10:00 a.m. – 11:00 a.m.

Lobby

GUIDED WINDOW WALK TOUR

We'll take a guided walk on the resort's half-mile nature trail and learn about the plants and animals indigenous to the Sonoran Desert. The trail winds by an 80-foot waterfall and will finish in the custom butterfly garden. Wear comfortable clothing and shoes.

Afternoon

NETWORKING AND RECREATION

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Friday • February 28, 2020

Morning

Canyon Café

SPOUSE / GUEST BREAKFAST

Spouses and guests will receive a voucher for breakfast in the hotel restaurant to dine at your leisure.

Afternoon and Evening

NETWORKING AND RECREATION

Saturday • February 29, 2020

7:45 a.m. – 8:45 a.m.

Cascade Terrace

-or-

Morning

Canyon Café

SPOUSE / GUEST BREAKFAST

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Afternoon

NETWORKING AND RECREATION

7:00 p.m. – 9:30 p.m.

Upper Terrace

FAREWELL RECEPTION AND DINNER