



PEMA® 2026 ANNUAL MEETING PROGRAM
Hyatt Regency Coconut Point • Bonita Springs, Florida
March 4 - 7, 2026
As of 12-16-25

Wednesday • March 4, 2026

- 8:00 a.m. – 3:00 p.m.**
GREAT EGRET Emerging Leaders Session 5: Leadership Training (2025-26 ELP cohort only)
**Rich Gaffney, VP, Commercial Operations, Sentry Equipment Corp.*
- 3:30 p.m. – 5:00 p.m.**
CAPTIVA Board of Directors Meeting
- 5:00 p.m. – 7:30 p.m.**
Registration
WATERFALL POOL DECK/CYPRESS COURTYARD (ESTERO AB – WEATHER BACKUP)
- 5:00 p.m. – 7:00 p.m.**
Welcome Party
WATERFALL POOL DECK/CYPRESS COURTYARD (ESTERO AB – WEATHER BACKUP)

Thursday • March 5, 2026

- 7:45 a.m. – 9:00 a.m.**
ESTERO AB Registration
- 8:00 a.m. – 9:00 a.m.**
CAPTIVA A, CAPTIVA B, IBIS, DRIFTWOOD, TARPON BAY Roundtable Breakfasts – Executives only
(see Appendix A for full descriptions)
Navigating Geopolitical Risk and Global Supply Chain Realignment
Cyber Resilience: Beyond IT—A Full Business Strategy
Hiring, Employee Retention and Career Development
AI Governance and Ethical Use: Balancing Innovation with Risk
Sustainability, ESG Regulations, and Evolving Customer Expectations
- 9:15 a.m. – 10:30 a.m.**
ESTERO AB FutureNomics: Leading with Clarity in a Confusing Economy
A Strategic Economic Outlook for Leaders in Manufacturing, Engineering, and Industrial Services
**Mary Kelly, Ph.D., CDR, US Navy Ret.*
The economy is shifting fast. Inflation pressures, supply chain realignments, labor shortages, interest rate uncertainty, and geopolitical shocks are rewriting the rules of business planning.
In this eye-opening, high-energy, and solutions-focused program, Mary Kelly delivers a **data-backed economic forecast** tailored to manufacturing, process equipment, and industrial leaders, alongside **clear, actionable strategies** for leading teams and making smarter business decisions in uncertain times.
This isn't doom-and-gloom economics. It's the practical, predictive insight your leaders need—backed by Mary's trademark clarity, humor, and tactical leadership tools.
- 10:30 a.m. – 10:45 a.m.**
Break

10:45 a.m. – 12:00 p.m.
ESTERO AB

Who Comes Next? Succession Planning Made Easy for Manufacturing, Engineering, and Industrial Leaders

**Mary Kelly, Ph.D., CDR, US Navy Ret.*

The leadership landscape is shifting fast, and without a succession plan, even the best-run companies risk falling into chaos when key people leave. Succession planning isn't just for the CEO. It's about building leadership capacity at every level, protecting operational continuity, and preparing your people for future roles, before you need them.

In this practical, energizing, and often surprising session, Mary Kelly helps you navigate the fear and confusion surrounding succession planning. She provides a proven, step-by-step process to help organizations of all sizes identify future leaders, prepare them for greater responsibility, and ensure the right people are ready at the right time.

Whether you're grooming a next-generation executive, upskilling plant managers, or simply trying to reduce vulnerability when someone retires, this session will provide you with the clarity, tools, and confidence you need.

Afternoon

Networking and Recreation

Enjoy golf at the Spanish Wells Golf & Country Club, multiple pools, waterslide, shopping, and more.

1:00 p.m. – 5:00 p.m.

Guided e-bike Tour of Old Naples

This fun, relaxed, and easygoing electric trike tour takes us through some of Naples' most scenic and iconic areas. After a brief safety orientation and practice ride, guests will cruise through the historic downtown districts of Naples, along the waterfront, and past beautiful neighborhoods filled with multi-million-dollar homes — including an area where a residence recently sold for approximately \$225 million, one of the highest-priced home sales in the United States. The tour includes views of the Naples Pier and surrounding coastal scenery, with frequent stops for photos and sightseeing. Our local guides share interesting stories, history, and insider insights throughout the ride, making the experience both informative and entertaining.

The electric trikes are smooth, stable, and effortless to ride, allowing everyone to enjoy the tour without breaking a sweat. Helmets, electric trikes, and professional guides are included, and no prior riding experience is required. The pace is comfortable and suitable for all experience levels.

Note: a separate fee applies to this activity. Must be pre-registered.

7:00 p.m. – 9:30 p.m.

Reception and Dinner

ROYAL PALM COURTYARD (ESTERO AB – WEATHER BACKUP)

Friday • March 6, 2026

8:00 a.m. – 9:00 a.m.

Roundtable Breakfasts – Executives only

CAPTIVA A, CAPTIVA B, IBIS, DRIFTWOOD, TARPON BAY

(see Appendix A for full descriptions)

Navigating Geopolitical Risk and Global Supply Chain Realignment

Cyber Resilience: Beyond IT—A Full Business Strategy

Hiring, Employee Retention and Career Development

AI Governance and Ethical Use: Balancing Innovation with Risk

Sustainability, ESG Regulations, and Evolving Customer Expectations

9:15 a.m. – 11:00 a.m.

ESTERO AB

Building an Effective Talent Strategy: Proven Tactics to Attract, Hire and Retain Your Most Valuable Asset

**Alex Chausovsky, Principal, 3DM*

Despite the macroeconomic headwinds, the competition for talent remains fierce. Some organizations are ill-prepared to handle the challenges of

complex post-pandemic labor market, shackled by the “we’ve always done it this way” mentality. Others are thriving, armed with analytical insights and surrounded by allies, allowing them to attract, hire and retain highly performing impact players in their industry. What kind of an organization are you? More importantly, what kind do you want to be in the future?

This presentation will deliver key insights designed to help business leaders and decision makers elevate their talent-focused activities. The session will:

- Provide a current and insightful assessment of labor market conditions
- Identify the key elements that make an organization attractive to top talent
- Share best-in-class hiring strategies including metrics and practices
- Convey the top factors that drive talent retention
- Deliver practical and actionable advice on what businesses can do to become better at attracting, hiring, and retaining workers using a data-driven approach

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – Noon

ESTERO AB

Member profiles/Business Meeting

Afternoon

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Reception and Dinner

WATERFALL POOL DECK/CYPRESS COURTYARD (ESTERO AB – WEATHER BACKUP)

Saturday • March 7, 2026

8:00 a.m. – 9:00 a.m.

TARPON BAY

Breakfast (Executives and Spouses)

9:15 a.m. – 10:45 a.m.

ESTERO AB

The Future of Manufacturing Technology and Workforce

****Jake Hall, the Manufacturing Millennial***

Jake Hall known as the Manufacturing Millennial is an advocate manufacturing, automation, and skilled trades by helping revolutionize the way people and companies present through social media. With over 100,000 Followers and 150,000,000+ views on his content, he ignites conversations

about the latest in manufacturing and automation to excite the current and future workforce about our industry.

11:00 a.m. – 11:15 a.m.

Break

11:15 a.m. – Noon

ESTERO AB

Do You Believe in Miracles?

**Mike Eruzione, Captain of the 1980 Olympic Gold Medal-Winning U.S. Hockey Team*

Mike Eruzione served as the captain that led the 1980 United States Olympic Hockey team to its Gold Medal victory in Lake Placid, New York where he scored the game-winning goal against the Soviet Union. That victory against the Soviets advanced the U.S. hockey team to the gold medal game where they beat Finland to win the gold medal.

Afternoon

Networking and Recreation (No formal dinner)

Relax around multiple pools, waterslide, shopping, and more.

1:00 p.m. – 5:00 p.m.

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SPOUSE / GUEST PROGRAM BELOW

PEMA® 2026 ANNUAL MEETING SPOUSE/GUEST PROGRAM

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5:00 p.m. – 7:00 p.m.

Welcome Party

WATERFALL POOL DECK/CYPRESS COURTYARD (ESTERO AB – WEATHER BACKUP)

Thursday • March 5, 2026

8:00 a.m. – 11:00 a.m.

Spouses and guests can dine at your leisure in Tanglewood Restaurant. Staff will reserve a portion of the restaurant for PEMA guests.

8:30 a.m. – 12:00 p.m.

Spouse/Guest Golf Clinic & Play

A morning golf clinic and 9-hole play for spouses/guests on the Leaf at the [Salt Leaf Golf Preserve](#), adjacent to the Hyatt Regency Coconut Point. The morning begins with a 1-hour clinic covering full swing and short game, followed by a 9-hole round on The Leaf par 3 course (walking only) with on course instruction including course management and etiquette. Fees cover instruction and clubs. Transportation not provided.

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Morning & Afternoon

Networking and Recreation

Enjoy golf at the Spanish Wells Golf & Country Club, multiple pools, waterslide, shopping, and more. PEMA guests will receive a 10% discount on spa services at Stillwater Spa.

1:00 p.m. – 5:00 p.m.

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8:00 a.m. – 9:00 a.m.

Breakfast (Executives and Spouses)

TARPON BAY

Morning & Afternoon

Networking and Recreation (No formal dinner)

Relax around multiple pools, waterslide, shopping, and more. PEMA guests will receive a 10% discount on spa services at Stillwater Spa.

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Appendix A. Roundtable Topics

1. Navigating Geopolitical Risk and Global Supply Chain Realignment

Have you adjusted your sourcing or manufacturing strategy due to recent geopolitical developments? Are you reshoring or nearshoring to mitigate international risks?

How are tariffs, sanctions, or trade restrictions affecting your operations or customer relationships?

2. Cyber Resilience: Beyond IT—A Full Business Strategy

How are you preparing for ransomware or operational disruptions? Is your leadership team involved in cyber readiness or incident response planning? Are you seeing insurance, legal, or customer requirements evolve around cyber resilience?

3. Hiring, Employee Retention and Career Development

Many member companies modified or significantly changed their compensation and benefit structures during the pandemic. Have those changes remained a part of your company's current policies? What benefits, new, non-traditional or long-standing, have been most effective in recruitment? What about successful retention efforts? Are there specific actions or policies you've enacted to attract, retain and develop the next generation of manufacturing talent? How do you incentivize your production workers and align them with overall business objectives? How do you honor and reward tenured employees outside of just compensation? What types of ongoing training do you utilize for various departments to ensure employees are continuing to grow and learn; for example, integrating AI and/or automation within your teams? Have you already chosen the name of the robot who will be replacing you?

4. AI Governance and Ethical Use: Balancing Innovation with Risk

With AI adoption accelerating, governments are rolling out regulations (e.g., EU AI Act, U.S. NIST framework), and companies are facing ethical dilemmas about AI use. AI governance is important for risk, compliance, and trust, even in small companies. Do you have an internal AI usage policy or governance structure? Have you made one person or a specific committee accountable to AI practices? Do you use any digital tools to track compliance with your AI practices? Have you had concerns around data privacy, misinformation, or bias with AI tools? How do you encourage AI innovation while managing risk and compliance? As AI LLM's change or new models release, do you update your procedures and how do you track those?

5. Sustainability, ESG Regulations, and Evolving Customer Expectations

How are rising ESG expectations from investors, customers, and regulators shaping your strategic priorities? What progress has your organization made in tracking and reporting sustainability metrics, including carbon emissions? What are the key barriers—organizational, operational, or cultural—to advancing ESG initiatives? Which ESG reporting frameworks (e.g., GRI, SASB, IFRS, TCFD, Ceres) do you align with, and how are they influencing decision-making? What role do digital tools and data analytics play in your ESG compliance and performance monitoring? Is resource efficiency—such as waste, scrap, or energy reduction—embedded in your operations or treated as a periodic initiative? How do you incorporate stakeholder feedback, particularly from local communities, into your sustainability strategy? Are circular economy practices, such as equipment buyback or repurposing, part of your long-term planning?