

PRESS

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PEMA Mission

PEMA is a trade association focused on Connectivity. PEMA provides member interaction, business alliance expansion, industry knowledge, and professional cooperation.

PEMA Press

PEMA Press is an electronic publication produced four times annually as the official newsletter of the Process Equipment Manufacturers' Association. It is emailed to PEMA members and posted on the PEMA website at www.pemanet.org. Articles, news items, suggestions and feedback, should be sent to Dawn M. Shiley, communications and marketing director, at 703-538-1796, ext. 1709, or dshiley@pemanet.org.

PEMA® is a registered trademark of the Process Equipment Manufacturers' Association.

PEMA Welcomes Three New Members

Following the 2026 Annual Meeting, PEMA welcomed three new members: CPEG, Forge Global Industries, and Kubota Brabender Technologie Inc.

CPEG

With more than 500 years of expertise in bulk solids processing, CPEG has the brands, equipment, history, experience, and testing capabilities to prove it. The CPEG family of brands includes Carrier Vibrating Equipment, S. Howes, Heyl Patterson Thermal Processing, Sly, Kinergy Corporation, Hebel Howard Marten, Buflovak, PK Blenders, and Sam Young Electric. CPEG offers customers a comprehensive line of innovative bulk material handling and processing equipment for a wide variety of industries, including biomass, chemicals, rubber, plastics, fly ash, food and pet food, lithium mining and processing, foundry, and more.



CPEG is based in Louisville, Kentucky. Doug Schieber, CEO, is the company's primary PEMA representative. [Visit the company website to learn more.](#)

Forge Global Industries

Forge Global Industries specializes in the design, manufacturing, and construction of bolted steel storage silos and tanks for both dry bulk and liquid storage applications. Forge Global Industries supports industrial, agricultural, and municipal markets, with a focus on high-quality above-ground storage solutions.



Forge Global Industries' headquarters are in Katy, Texas. The company's primary PEMA representative is Weston Opat, director of business development. [Visit the company website to learn more.](#)

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From the President

(This column is a transcript of the president's address delivered at the 2026 Annual Meeting.)

Good morning,

First, I want to thank our outgoing president, Robert, for his leadership and service this past year. Serving this association takes time and energy, and we are fortunate to have members who are willing to provide their time. I'd also like to thank the other past presidents, as well as all current and past volunteer members.

A very special thank you goes to the team at ASMII for the work you do behind the scenes to keep our organization running smoothly.

As I step into the role of president, the platform I have chosen for the coming year is to elevate PEMA's online presence and digital reach.

PEMA's mission is centered on connectivity—providing member interaction, business alliance

expansion, industry knowledge, and professional cooperation. Member recruitment and retention are essential to fulfilling that mission.

Through optimization of our already great website, we can extend our reach to potential new members. We must ensure that PEMA is visible not only in traditional search results but also across emerging AI-driven platforms. PEMA should be easy to find.

In addition to supporting recruitment and member sustainability, increased visibility can drive more traffic to our member pages, potentially creating additional value for every company represented in PEMA.

This is not about a massive overhaul: it is about ensuring that our digital presence remains current and continues to support our members and our organization effectively.

On a personal note, I attended my first PEMA meeting in the fall of 2013. At that time, I knew very few people, but I was immediately welcomed



Chuck Mitchell, Vice President of Sales, CPEG, 2026 PEMA President

and made to feel like a longstanding member. Over the years, I have been fortunate to get to know many of you. That has led to a strong network of advice, support, and friendships. I am honored to be part of this organization.

Please feel free to reach out at any time with comments, questions, or suggestions to improve PEMA.

Thank you.



PEMA 2026 President Chuck Mitchell (Carrier) presented 2025 President Robert Bunting (Bunting) with a gavel plaque commemorating his year leading the Association.



PEMA 2025-26 President Robert Bunting (Bunting), Speaker CDR Mary Kelly, and PEMA 2026-27 President Chuck Mitchell (Carrier).

Three New Members
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Kubota Brabender Technologie Inc.



Kubota Brabender Technologie

Kubota Brabender Technologie has provided feeding solutions worldwide for over 60 years. It manufactures

accurate and reliable Loss-In-Weight, Weigh Belt, and Volumetric Feeders featuring a complete range of feed mechanisms and agitation systems, including FlexWall® feeders, all stainless-steel agitated feeders, single/twin screws, vibratory trays, fiber feeders, pellet feeders, and much more. Kubota Brabender Technologie headquarters are in Mississauga, Ontario Canada. The company's primary PEMA representative is Piero Giansante, sales manager. [Visit the company website to learn more.](#)

Member Information

These companies have been added to the [PEMA website](#). Visit the directory for the phone number, email address, social media links, and equipment and service directory links.

PEMA Roundtables Summaries

During PEMA's Annual Meeting, roundtable participants discussed key industry topics. Attendees selected their topics and participated in focused discussions. Highlights from those conversations are summarized below.

Cyber Resilience: Beyond IT—A Full Business Strategy

Topic: *Where do you currently stand on cybersecurity within your organization? How are you addressing prevention, recovery, and employee accountability?*

- Cybersecurity is increasingly viewed as a business-wide responsibility requiring leadership involvement.
- Companies are prioritizing recovery strategies, including disaster recovery planning and cyber insurance.
- Organizations are strengthening backup strategies with cloud and physical systems, including offsite storage.
- Ongoing employee training and phishing simulations reinforce a zero-trust mindset.
- Enhanced verification processes for financial transactions are helping mitigate fraud.
- External consultants and outsourced IT resources are being leveraged to strengthen capabilities.
- Best practices include encryption, password management tools, and limiting centralized data storage.

- Continuous monitoring, periodic plan reviews, and ongoing education remain essential.

Hiring, Retention, and Career Development

Topic: *How are organizations adapting policies and practices to recruit, retain, and develop talent?*

- Hybrid and flexible work arrangements remain widely adopted.
- New hires expect flexible schedules, remote work options, and expanded PTO.
- Recruitment pipelines are expanding through partnerships with schools and universities.
- Companies are strengthening internal recruiting capabilities and community outreach.
- Retention strategies emphasize career pathing, cross-training, and internal mobility.
- Flexible scheduling models are improving work-life balance.
- Competitive benefits such as health-care, tuition reimbursement, and PTO flexibility are key differentiators.
- Incentive structures are increasingly aligned with company performance.
- Transparency through regular communication is strengthening trust.
- Organizations continue investing in leadership and technical training.
- Efforts to document institutional knowledge and leverage AI are improving onboarding.

- Recognition programs and engagement initiatives are expanding.

Navigating Geopolitical Risk and Global Supply Chain Realignment

Topic: *How are geopolitical developments influencing sourcing, manufacturing, and customer relationships?*

- Companies are adjusting sourcing strategies due to tariffs and geopolitical shifts.
- Reshoring and nearshoring trends continue to grow.
- Organizations are using tariff task forces and forecasting to manage costs.
- Some are moving away from just-in-time inventory toward buffer stock strategies.
- Compliance requirements are becoming more complex and closely monitored.
- Many changes are expected to be long-term.
- Domestic supplier demand is increasing costs and capacity pressures.
- Customer relationships are shifting, including increased 'buy local' preferences.

Future Roundtables

The PEMA Roundtables continue to receive high engagement from members. The next opportunity to participate will be the Fall Meeting in Cincinnati, Sept. 14-15, 2026.

Report from the PEMA Board Meeting

The following are highlights from PEMA's March 4, 2026, Board Meeting, held in conjunction with the PEMA Annual Meeting at the Hyatt Regency Coconut Point in Bonita Springs, Florida.

- President Bunting highlighted member engagement metrics, noting strong meeting attendance as a key indicator of association health.
- The Board confirmed plans to hold the 2027 Annual Meeting in Cancún, Mexico.
- The Board reviewed ASMI's management performance and accepted the Annual Management Disclosures & Recommendations.
- Treasurer Rich Gaffney reported that PEMA closed fiscal year 2025 with net income of \$137,446, exceeding the budgeted \$14,830. Total assets were reported at \$1,028,426, including operating funds and investments.
- The Board reviewed the 2026 budget, which includes a standard dues increase and additional investment in speaker programming, including a webinar series.
- Strategic discussions focused on PEMA's Balanced Scorecard, including financial performance, member

engagement, operational processes, and long-term growth.

- Membership efforts remain a priority, with prospective companies identified and ongoing collaboration between the Marketing and Membership Committees to increase awareness and recruitment.
- The 2026 Annual Meeting reported strong participation, including high company representation and multiple first-time attendees.
- The Emerging Leaders Program (ELP) continues to perform well, with strong evaluations and program enhancements. The Board discussed a proposed fee increase for the 2027 class.
- The Board approved revisions to PEMA's Membership Guidelines and Process to maintain flexibility while preserving core membership criteria.
- The Non-Dues Revenue Opportunities Task Force continues to explore strategies to sustain association revenue while preserving PEMA's culture and member value.
- The Board recognized Immediate Past President Travis Young for his service and contributions to the association.



March 5th's breakfast roundtables brought together leaders from across our PEMA community for focused discussion on the issues shaping our industry. Discussion topics focused on geopolitical risk and supply chain realignment, cyber resilience as a business strategy, talent recruitment and retention, AI governance and ethical use, and sustainability and evolving ESG expectations.



Contact PEMA

Executive Director
Elizabeth B. Armstrong, CAE,
MAM, QAS
cell: 703-244-1213
barmstrong@pemanet.org

Meetings Director
Michelle Savoie, CMP, QAS
cell: 703-304-0823
msavoie@pemanet.org

Membership Director
Charlie Ingram
cell: (814) 490-8063
Charlie@pemanet.org

ASMI President
Clay Tyeryar, CAE, MAM, QAS
cell: 703-517-9933
ctyeryar@pemanet.org

Emerging Leader Program
Manager
Kate McClimans, QAS
cell: (703) 943-9270
kmclimans@asmii.net

Marketing and Communications
Manager
Dawn Shiley, CAE, QAS, CVEP
cell: 571-481-8657
dshiley@pemanet.org

Statistics Program Manager
Julie D. Husk, JD, QAS
cell: 703-400-3323
jhusk@pemanet.org

Registrar/ Member Services
Sharon Kelly, QAS
cell: 703-538-1785
skelly@asmii.net

Membership and Program
Manager
Albon Yowell, QAS
cell: (757) 876-3928
albon@pemanet.org

Headquarters
Phone: 703-538-1796
Fax: 703-241-5603
www.pemanet.org

New PEMA Statistician

After 26 years of dedicated service, Beth Provinse, PEMA's statistician has retired at the close of the 2025 reporting period. Since 1999, she has supported the members of this association through her leadership of the quarterly statistics program. We are deeply grateful for her professionalism, expertise and unwavering commitment to our organization.

A transition plan has been underway the past year, with her successor, Erin Pittman of Supporting Strategies working closely alongside her to

ensure a smooth and seamless handoff. Supporting Strategies is one of our management firm ASMI's current financial services partners and a recognized industry leader in analytics. They are already familiar with PEMA through their work supporting bookkeeping, accounting and compliance services. Their addition strengthens our bench with enhanced scalability, continuity and technical depth.

Supporting Strategies has executed a confidentiality agreement in accordance with PEMA's policies and

has confirmed adherence to best practices in cybersecurity and data protection standards. Copies of these policies will be included with the upcoming distribution of quarterly reporting forms.

With the transition complete, the 2026 Statistics Committee led by Matt Richardson is exploring ways to ensure the Program remains successful and one of PEMA's most valuable member services as we move forward.

PEMA Member Company News

David Heubel Retires as Global Product Manager – Magnetic Separation, Eriez Corporate

David Heubel retires as Global Product Manager – Magnetic Separation from Eriez Corporate as of March 31, 2026, concluding 35 years of leadership. In David's farewell note to PEMA staff, he noted "PEMA has been a meaningful association for me over the years, and I greatly value the relationships and collaboration it fostered." PEMA wishes David Heubel all the best as he embarks on his retirement journey.

PEMA Meeting Calendar

Contact **Michelle Savoie**, CMP for more information.

September 14-15, 2026 — PEMA Fall Meeting, Hilton Cincinnati Netherlands Hotel, Cincinnati, Ohio.

PEMA Wants Your Member News

Member news is highlighted in the quarterly newsletter as well as on the PEMA website. The most recent member news is on the PEMA homepage!

Don't be left out. Let PEMA share your news. Please add PEMA Marketing and Communications Manager Dawn M. Shiley to your press release distribution list. She may be contacted at dshiley@pemanet.org.



PEMA members returned on March 4-7, 2026 to the Hyatt Regency Coconut Point, Bonita Springs, Florida. The meeting focus was on the economic outlook, corporate succession planning, navigating geopolitical risk, and global supply chain realignment, cyber resilience, building talent strategies, the future of manufacturing technology and workforce, and other current topics.

How Did You Rate the 2026 Annual Meeting?

The PEMA Annual Meeting was held at the Hyatt Regency Coconut Point Resort and Spa in Bonita Springs, Florida, March 4-7, 2026. One-hundred percent of the respondents stated that they gained specific ideas/concepts from the meeting that could be directly applied to their job and/or company.

Annual Meeting Elements – on a 4-point scale, attendees scored the following aspects of the event. The findings indicate that PEMA's meeting formula needs no adjustment.

3.76	Informal Information Exchange
3.69	Mix of Business and Social
3.58	Program Structure
3.54	Program Content
3.47	Meeting Length
3.44	Meeting Hotel: Hyatt Regency Coconut Point Resort and Spa
3.42	Meeting City: Bonita Springs, Florida
3.41	Group Social Functions
3.37	Cost-Value-Benefit

Presentations – Ranked in Order

1. Do You Believe in Miracles? (Mike Eruzione)
2. FutureNomics (Mary Kelly)
3. The Future of Manufacturing Technology and Workforce (Jake Hall)
4. Who Comes Next? (Mary Kelly)
5. Building an Effective Talent Strategy (Alex Chausovsky)

PEMA Anniversaries

On Friday, March 6, PEMA celebrated milestone member anniversaries during its Annual Recognition Reception and Dinner. Thank you to the following companies for sharing your experiences with other members during your membership tenure.

5 Years

Ensign Equipment
Heat Exchange and Transfer Inc.

10 Years

DCL Inc.
Magnetic Products Inc.
Progressive Products Inc.
Custom Powder Systems

15 Years

Industrial Magnetics Inc.
Kice Industries
SLY Inc.

20 Years

AZO Inc.

35 Years

Komline



PEMA annually honors member company milestones.



Komline was recognized for 35 years of membership in PEMA. Robert Bunting (Bunting) presented a plaque to Vice President Mark Schneider at the PEMA banquet on March 6.

2026 PEMA Annual Meeting: Key Takeaways and Highlights

The 2026 PEMA Annual Meeting, held March 5-6 in Bonita Springs, Florida, brought together industry leaders to examine economic uncertainty, workforce dynamics, leadership continuity, and the future of manufacturing technology. Below is a summary of key insights from each session. [Full meeting notes](#) are available for those seeking additional detail.

FutureNomics: Leading with Clarity in a Confusing Economy — Mary Kelly, Ph.D., CDR, US Navy Retired

Mary Kelly delivered a strategic economic outlook focused on helping leaders navigate uncertainty across geopolitical, economic, and workforce domains. She emphasized that while concerns such as inflation, housing costs, and global conflict remain top of mind, many perceived risks are manageable with informed leadership.

Key insights included:

- Economic conditions remain stable overall, with moderate inflation and resilient labor markets.
- Workforce participation remains below optimal levels, creating ongoing labor constraints.
- Growth opportunities exist in energy transition, digital transformation, AI-driven services, and reshoring.
- Cybersecurity should be a top priority for all organizations.
- Leaders should invest in employee financial literacy to strengthen workforce stability.

Kelly encouraged organizations to focus on long-term opportunities while maintaining perspective on short-term economic concerns. Kelly also provided PEMA members with a tool to assess their [AI readiness](#).

Who Comes Next? Succession Planning Made Easy — Mary Kelly, Ph.D.

Kelly's second session highlighted

the critical importance of succession planning in maintaining organizational stability and long-term success.

Key takeaways included:

- A majority of organizations lack formal succession plans despite recognizing their importance.
- Effective succession planning strengthens retention, engagement, and leadership continuity.
- Companies without clear plans face higher turnover, weaker culture, and operational risk.
- Core components include identifying critical roles, developing talent pipelines, and establishing transition frameworks.
- Leaders must address internal resistance by reframing succession as growth rather than replacement.

Kelly emphasized that proactive planning is essential to avoid leadership gaps and ensure organizational resilience. [Additional resources](#) were provided to PEMA members.

Building an Effective Talent Strategy — Alex Chausovsky, Principal, 3DM

Alex Chausovsky provided a data-driven perspective on talent acquisition and retention in a highly competitive labor market.

Key takeaways included:

- Labor market conditions remain tight, particularly for specialized roles.
- Employers must look beyond headline unemployment rates to understand talent availability.
- Competitive compensation remains the leading driver of retention.
- Organizational culture, leadership, and career development opportunities significantly influence hiring success.
- Metrics such as cost per hire, time to fill, and offer acceptance rates are essential for strategic hiring.

Chausovsky emphasized that talent strategy must be intentional, data-

driven, and integrated into overall business planning.

The Future of Manufacturing Technology and Workforce — Jake Hall, the Manufacturing Millennial

Jake Hall explored generational workforce trends and the role of technology in attracting future talent.

Key takeaways included:

- Manufacturing faces significant perception challenges among younger generations.
- Technology—especially robotics and automation—is a key driver of workforce interest.
- Companies must align workplace policies, culture, and messaging with the expectations of modern workers.
- Engagement with educational institutions is essential to building future talent pipelines.
- Automation adoption continues to grow, though barriers remain due to implementation challenges.

Hall encouraged organizations to modernize both operations and employer branding to remain competitive in attracting talent.

Do You Believe in Miracles? — Mike Eruzione, Captain of the 1980 Olympic Gold Medal-Winning U.S. Hockey Team

Mike Eruzione shared leadership lessons drawn from the 1980 U.S. Olympic hockey team's gold medal victory.

Key lessons included:

- Leadership requires accountability, discipline, and clear expectations.
- Respect—for oneself, teammates, and competitors—is foundational to success.
- Teams must focus on resilience and learning from setbacks.
- Confidence and belief are critical differentiators between good and

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2026 PEMA Annual Meeting
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great organizations.

Eruzione reinforced the importance of culture, commitment, and mindset in achieving exceptional performance.

Meeting Summary

The 2026 PEMA Annual Meeting reinforced the need for strategic clarity, workforce investment, and adaptive leadership. Across sessions,

a consistent theme emerged: organizations that proactively address economic uncertainty, talent challenges, and technological change will be best positioned for long-term success.

Full session notes and additional resources are available for deeper review on the [PEMA website](#).



3DM Principal Alex Chausovsky with PEMA 2025 President Robert Bunting (Bunting) and 2026 President Chuck Mitchell (CPEG).



Charlie Ingram (L) and Clayton Woodward (R) welcome Program Manager Kate McClimans (middle) to the PEMA staff team to manage the Emerging Leader Program. Joined by ASMI staff Barbara and Clay Tyeryar.



PEMA Vice President Rich Gaffney (Sentry Equipment) delivered a hugely successful PEMA Emerging Leaders Session 5 on March 4.



2026 Emerging Leaders Doug Dodson (President, Readco), Chad Adams (Operations Manager, Readco), and James Bean (Engineering Manager, Readco) joined the PEMA membership for the welcome reception after their day-long ELP Session 5.



Founding PEMA member company Sturtevant, Inc., represented by Ellen & Sturt English and Clayton & Natalie English at the March 4 Welcome Party.



PEMA Speaker and Manufacturing Millennial Jake Hall (“The Future of Manufacturing Technology & Workforce”) primed the audience on March 7 for closing speaker Mike Eruzione.

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1980 USA Men's Hockey Captain Mike Eruzione received a warm PEMA welcome in Bonita Springs, Florida.

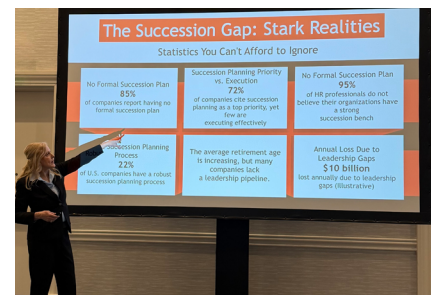
Eruzione with PEMA fans following his closing remarks on March 7.



PEMA friends gathered at a firepit to continue enjoying each other's company after one of the evening socials at the 2027 Annual Meeting.



PEMA Vice President Rich Gaffney (Sentry Equipment) delivered valuable insights on leadership during session five of the Emerging Leader Program, held in tandem with the PEMA Annual Meeting in Bonita Springs, Florida.



Speaker Kelly helped PEMA members understand the stark realities of succession planning as part of her talk on "Who Comes Next? Succession Planning Made Easy for Manufacturing, Engineering, and Industrial Leaders." The talk included a [Free Succession Planning Vault of Resources link](#) for PEMA members.



The PEMA Scooter Gang took to the streets exploring Naples, Florida, on March 5!



Romualdo Tellería Beltran and Romualdo Tellería Gómez delivered a PEMA member profile on March 6 and identified many resources available to PEMA companies seeking manufacturing presence and partnerships in Mexico.

2026 Board of Directors and Officers

President

Chuck Mitchell
Vice President of Sales
Carrier Vibrating Equipment Group

Immediate Past President

Robert Bunting
President and CEO
Bunting

Vice President

Rich Gaffney
Vice President of Commercial Operations
Sentry Equipment

Secretary (ex officio)

Beth Armstrong, MAM, CAE
PEMA Executive Director

Treasurer

Kyle Rhodes
President
Magnetic Products, Inc. (MPI)

Class of 2025

John Winski
General Manager Chemicals and
Plastics Group
Coperion K-Tron, Inc.

Jeff Soldan
Director of Strategic Initiatives
Stedman Machine Co.

Chris Williams
Strategic Sales Manager
DMN Westinghouse

Class of 2026

Brittany Dollimore
Vice President of Sales
ACS Valves

Kyle Rhodes
President
MPI Magnetic Products

Richard Weeks
Executive Director
The Dupps Company

Class of 2027

Jim Egan
Chief Revenue Officer
General Kinematics

Andy Forrester
Vice President of Sales and Marketing
Thayer Scale

Craig Macklin
President and CEO
The Cleveland Vibrator Company

Committee Chairs

Executive Committee – Chuck Mitchell, Carrier Vibrating Equipment

Emerging Leaders Committee – Martyn Smith, Unitrak Corporation

Finance Committee – Kyle Rhodes, Magnetic Products, Inc.

Marketing Committee – Andy Forrester, Thayer Scale

Membership Committee – Jeff Soldan, Stedman Machine Company

Program Committee – Rich Gaffney, Sentry Equipment

Show Vision Committee – Rod Henricks, Kice Industries

Statistics Committee – Matt Richardson, Hapman

Outgoing President Robert Bunting thanked committee chairs for PEMA progress during his term. L-R Travis Young (Velocity Flow Systems), Kyle Rhodes (MPI), Chuck Mitchell (CEG), Andy Forrester (Thayer Scale), Bill Werra (C&W DustTech), Jeff Soldan (Stedman Machine).



NEXTGEN PEMA



2025-26 PEMA President Robert Bunting (Bunting), wife Becky, and 15-month-old son Rhys boating through Estero Bay to join PEMA friends at Big Hickory Island. 2026 meeting site, the Hyatt Coconut Point, offered a variety of recreation options in between PEMA's valuable meeting program content.



PEMA Executive Director Beth Armstrong at the March 4 PEMA Welcome Party with Elliott Woodward and Clayton Woodward of Mars Mineral.



Catherine and Brian Kapcar (Rotex Global) introduce 2-month-old Caroline to PEMA. Brian is a current participant in PEMA's Emerging Leader Program and has embraced the NextGen focus!

WELCOME PARTY



Attendees gathered for an evening of connection and conversation at March 4th's PEMA Welcome Party, kicking off the Annual Meeting in true PEMA fashion.



Bonita Springs, Florida allowed PEMA members to escape for some outdoor networking.



PEMA 2026 ELP Chair Martyn Smith (Unitrak), Justin McHale (Horizon Systems), and Jason Kuhl (Horizon Systems).