

Class of 2027



Process Equipment
Manufacturers' Association

Ali Asiaee

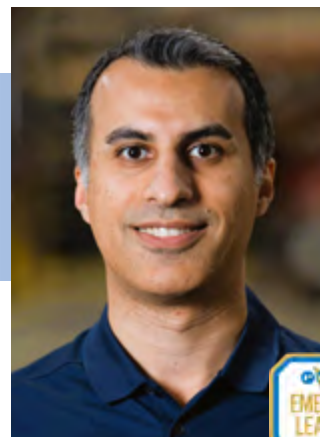
Manager, Process Engineering & Project Management Komline

Address: 1940 S. Yellow Springs St. Springfield, OH 45506

Work: 937-552-0778

Cell: 605-877-4332

Profile: <https://www.linkedin.com/in/alireza-asiaee-phd-pe-6a0b9a64>



Biography: Dr. Ali Asiaee is the Manager of Process Engineering and Project Management at Komline-FluidQuip, where he leads multidisciplinary teams in the development, design, and execution of industrial process and manufacturing projects. With expertise in process engineering, process development, reaction engineering, process simulation, and technology commercialization, he has a proven track record of driving innovation and delivering complex projects from concept through implementation.

Dr. Asiaee earned his PhD in Chemical Engineering from the South Dakota School of Mines and Technology, where his research focused on catalysis, reaction engineering, and molecular modeling. Prior to joining Komline-FluidQuip, Dr. Asiaee held technical and academic positions in both industry academia, including Process Development Scientist at Andelyn Biosciences and Teaching Faculty at the University of Mississippi, where he taught core chemical engineering courses and contributed to multidisciplinary research initiatives.

A licensed Professional Engineer (PE), Dr. Asiaee combines deep technical knowledge with strong project leadership skills to advance process technologies and improve operational performance. He is also the author of numerous scientific publications in chemical engineering, catalysis, and process modeling.

What professional accomplishment or experience are you most proud of and/or learned the most from? Throughout my career, I have embraced a wide range of challenges that have shaped my professional growth and leadership approach. In addition to completing my PhD in Chemical Engineering, I have taught and mentored students at all levels in academia, worked in a highly regulated pharmaceutical CDMO environment, and continuously taken on new responsibilities across engineering, process development, and project leadership roles. Each of these experiences taught me the importance of adaptability, effective communication, and collaboration across diverse teams.

The accomplishment I am most proud of is leading a multidisciplinary effort to establish the Project Management team at Komline-FluidQuip. This initiative required close collaboration with virtually every department across the organization and a strong focus on delivering the best possible experience for our customers. Building the team was only part of the challenge; creating a culture of collaboration and accountability across functions was equally important. Through this effort, we have worked to strengthen coordination between engineering, operations, procurement, and other teams, with the goal of improving project execution and on-time delivery. The experience has taught me valuable lessons about organizational change, leadership, and the power of aligning teams around common objectives to achieve lasting results.

What are you hoping to get out of the PEMA Emerging Leader Program? I am committed to continuously expanding my knowledge and gaining broader experience in key areas that strengthen effective leadership and management. I am particularly interested in developing my capabilities in leadership and project management, with a focus on successfully guiding teams, delivering results, and driving accountability. Enhancing cross-functional collaboration and people management skills is also a priority, enabling me to build strong, aligned teams and foster a culture of engagement and performance.

In addition, I aim to deepen my understanding of the financial aspects of management, including budgeting, cost control, and value creation. Strengthening my expertise in strategy development, planning, and business analysis will allow me to contribute more effectively to organizational growth and long-term success. I am also eager to explore areas such as decision-making, change management, and operational excellence to further improve my impact as a leader.

Overall, my goal is to become a well-rounded manager who can lead with clarity, inspire others, and deliver sustainable business results.

What was the most unusual question you were ever asked in a college or job interview? What are your weaknesses?

What's your favorite business book, podcast or streaming service and why? *Winning Now, Winning Later* by Dave Cote

What country do you really want to visit? Italy

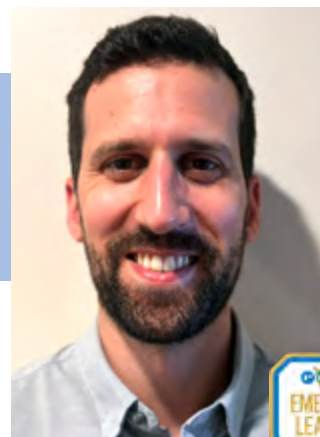
What are your favorite sports teams and what, if any, logo items or memorabilia do you have? Bayern Munich Soccer Team

What's your super power? Detail-oriented

What would people be surprised to learn about your background? I lived (studied and worked) in South Dakota for 7 years!

Tyler Cianciolo

Lead Senior Project Manager
Stedman Machine Company



Address: 129 Franklin St. Aurora, IN 47001

Cell: 513-502-0319

Profile: <https://www.linkedin.com/in/tyler-cianciolo-b3083995/>

Biography: I earned a Bachelor of Mechanical Engineering degree from the University of Dayton in 2012. Following graduation, I began my career at Stedman Machine Company/Innovative Processing Solutions and have continued to grow both professionally ever since. During my tenure, I have held roles as a Design Engineer and my current position as Lead Senior Project Manager.

What professional accomplishment or experience are you most proud of and/or learned the most from? One professional accomplishment I'm most proud of is recently managing and completing the largest project in our company's history. The scale of the project pushed us to improve processes and find efficiencies in how we designed the equipment, and across the organization in order to deliver the project successfully on time and within budget. While the demands of the project created challenges for multiple divisions within the company, we were able to work collaboratively to solve issues we hadn't faced before. The experience taught me a great deal about leadership, communication, and operational efficiency, and it has left our company much better prepared to handle future projects of any size.

What are you hoping to get out of the PEMA Emerging Leader Program? I'd like to use the PEMA Emerging Leaders program to have meaningful interactions with others in a similar field and position as myself, while learning lessons to become an effective leader. Ultimately, I hope to come out of the program as a more self aware and confident leader who is ready to step into a management position.

What's your favorite business book, podcast or streaming service and why? *7 Habits of Highly Effective People* and *How to Win Friends and Influence People* are two books I read early in my adulthood that seem to have stuck with me and withstood the test of time.

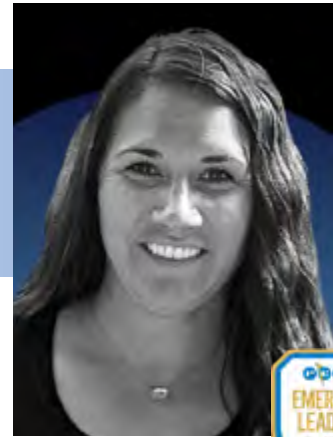
What country do you really want to visit? A trip that's always been high on my bucket list is visiting the home of my ancestors in Sicily, Italy. It's all planned out and I'm scheduled to fly out in a few short days.

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? For better or worse, I most loyally follow the Cleveland Browns. It's a bond I share with my father and brother.

What would people be surprised to learn about your background? I wish it was to be super speedy and win every race but many people compliment me for my discipline.

Tabetha Cork

Operations Manager
Cleveland Vibrator



Address: 14000 W. Middletown Rd., Salem, OH 44460

Work: 330-427-2007

Cell: 330-429-3250

Profile: www.linkedin.com/in/tabetha-cork-5b7a59290

Biography: I earned my Bachelor's Degree in Psychology and have been with my current company for nearly eight years. For the past four years, I have served as Operations Manager, overseeing day-to-day operations while working closely with customers, production, quality, and logistics teams.

Throughout my time with the company, I have gained experience in customer service, project management, quality assurance, process improvement, and team collaboration. My role involves managing customer accounts, coordinating production schedules, resolving quality concerns, supporting sales efforts, and helping ensure projects are completed on time and meet customer expectations.

My background in psychology has helped me develop strong communication, problem-solving, and relationship-building skills that I use daily when working with customers, suppliers, and coworkers. I enjoy finding practical solutions, improving processes, and helping teams work together effectively.

What professional accomplishment or experience are you most proud of and/or learned the most from? The professional experience I am most proud of is my growth into an Operations Manager role and my ability to successfully navigate the many challenges that have come with it. Over the past four years, I have experienced significant organizational changes, shifting responsibilities, and employee turnover, all while continuing to support customers, manage operations, and help keep the business moving forward.

While there is not one single project or accomplishment that stands above the rest, I have learned the most from working through these challenges. Balancing customer needs, operational demands, and internal changes has required adaptability, communication, and a willingness to step outside of my comfort zone. These experiences have strengthened my problem-solving skills, taught me how to approach difficult situations with a solutions-focused mindset, and helped me grow as a leader.

Looking back, I am proud of the relationships I have built, the trust I have earned, and my ability to remain flexible and positive through periods of change. Those experiences have shaped both my professional development and my leadership style.

What are you hoping to get out of the PEMA Emerging Leader Program? I am hoping to gain leadership skills that will help me grow both professionally and personally. While I've been in a management role for the past four years, I know there is always more to learn when it comes to leading people, communicating effectively, and making decisions that positively impact a team and an organization.

I am also looking forward to networking with other emerging leaders in the industry, learning from their experiences, and building relationships that extend beyond the program. I believe the opportunity to learn from both peers and experienced industry professionals will provide valuable perspectives that I can bring back to my company and apply in my day-to-day role.

What's your super power? I'd say my superpower is being the person who can bring order and solutions to messy situations.

What would people be surprised to learn about your background? People are often surprised to learn that I have a Bachelor's Degree in Psychology rather than a traditional business, engineering, or manufacturing background. I didn't originally envision a career in manufacturing, but over the past eight years I've discovered how much I enjoy the fast-paced nature of operations and the opportunity to solve problems every day. My psychology background has actually been a great complement to my role, helping me communicate effectively, build relationships, and navigate the people side of leadership and operations.

Mike Emenheiser

Sales Manager
Readco Kurimoto



Address: 550 N State Street, York, PA 17403

Work: 717-848-2801

Cell: 717-870-5264

Profile: <https://www.linkedin.com/in/michael-emenheiser-0128099>

Biography: As Sales Manager my team and I are responsible for nearly all interactions with customers, project management, won projects, and establish pricing. We promote Readco Kurimoto at Trade shows and customer visits to generate sales of our machines. A significant portion of our time is spent coordinating, planning, performing lab testing at Readco to demonstrate that our solutions perform with the customer's materials.

I have been in sales related roles at Readco and my previous employer for over 25 years.

I have earned a Master's and Bachelor's Degrees.

Certified Manufacturing Technologist

What professional accomplishment or experience are you most proud of and/or learned the most from? My previous employer was very large when I switched to Readco Kurimoto have learned how at small companies the employees must wear many hats. Being Sales Manager at Readco Kurimoto is challenging me, causing me to learn and grow every day.

What are you hoping to get out of the PEMA Emerging Leader Program? I want to learn how to improve/simplify all my responsibilities. Make better use of modern tools. Learn how to better train the current and next generation of employees.

What was the most unusual question you were ever asked in a college or job interview? Are you a cat or a dog person?

What's your favorite business book, podcast or streaming service and why? Not business related for the most part but I listen to *Stuff You Should Know* and *Gastropod*.

What country do you really want to visit? Australia

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? Pittsburgh and Philly teams. I have some old baseball cards that I think are worth more than they actually are.

What's your super power? Patience.

What would people be surprised to learn about your background? Years ago, I enjoyed SCUBA diving, someday I would like to start diving again.

Jeffrey Flees

Director of Engineering
Hapman



Address: 5944 East N Ave, Kalamazoo, MI 49048

Work: 269-569-8504

Cell: 269-377-6953

Profile: www.linkedin.com/in/jeffrey-flees-69b07335

Biography: Jeffrey Flees has a background in engineering and industrial systems, with experience supporting bulk material handling solutions in manufacturing environments. He has developed expertise in equipment applications, system integration, and operational standardization.

Jeffrey currently serves in a technical role at Hapman, where he is responsible for developing and implementing standard operating procedures, equipment specifications, and commissioning processes for conveying systems. His work supports project execution, improves documentation consistency, and strengthens coordination across engineering, operations, and field teams.

His experience includes hands-on involvement with conveyors, feeders, and integrated material handling systems, along with developing structured technical resources to support training and scalable execution.

Jeffrey's professional focus includes process improvement, technical problem-solving, and cross-functional collaboration. He is interested in expanding his leadership responsibilities and contributing to initiatives that improve operational performance and support long-term organizational growth.

What professional accomplishment or experience are you most proud of and/or learned the most from? One of the most valuable experiences in my career has been helping develop and standardize project management expectations based on my experience managing projects. I identified gaps in communication, ownership, and consistency across engineering, operations, and field teams, and worked to build a more structured approach to project execution.

By establishing clearer processes for kickoff, approvals, documentation, and cross-functional coordination, I helped improve alignment and make it easier for teams to execute consistently.

This experience showed me the impact of building systems that support team performance, not just individual contributions, and reinforced my interest in leadership and team development.

What are you hoping to get out of the PEMA Emerging Leader Program? I'm looking to develop my leadership approach and learn how others in the industry build and support effective teams. I'm especially interested in seeing how different organizations handle cross-functional coordination and applying those insights to improve execution and collaboration in my role.

What was the most unusual question you were ever asked in a college or job interview? What's your favorite business book, podcast or streaming service and why? I was once asked to define "common sense" and give three examples. It stood out because it shifted the focus from technical knowledge to how I approach practical, real-world decision-making.

What's your favorite business book, podcast or streaming service and why? One of the most impactful business books for me has been *The Goal* by Eliyahu Goldratt. What stands out is its focus on systems thinking—specifically the idea that every process has a constraint that ultimately governs overall performance.

What country do you really want to visit? Australia or the Philippines. I've had the opportunity to travel to several countries already, and I'm interested in experiencing new cultures and environments in those regions.

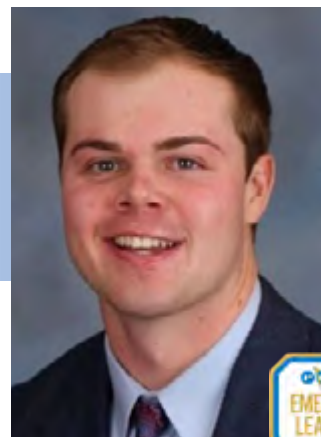
What are your favorite sports teams and what, if any, logo items or memorabilia do you have? University of Michigan—shirts, hats, jerseys, and some golf and home décor items.

What's your super power? Quickly identifying problems and determining effective solutions with confidence.

What would people be surprised to learn about your background? Many people would be surprised to learn that I didn't start out as a strong student in high school and took a nontraditional path, including time in the military. Those experiences played a key role in shaping my work ethic, discipline, and approach to challenges.

Eric Hendrix

Capital Sales
The Dupps Company



Address: 548 North Cherry Street, Germantown, OH, 45327

Work: 513-804-7795

Cell: 513-804-7795

Profile: <http://www.linkedin.com/in/eric-hendrix-4476461bb>

Biography: He earned his Bachelor's degree in Business Administration from Miami University in Oxford, Ohio, where he developed a strong foundation in business strategy, finance, and operational analysis.

Eric has spent the past two years with The Dupps Company, working in Capital Sales and supporting customers around the world with large-scale equipment investments. His role involves working closely with domestic and international clients to understand operational needs, evaluate technical requirements, and deliver customized manufacturing and processing equipment solutions. Through this work, he supports long-term capital planning and helps customers improve efficiency and production outcomes.

What professional accomplishment or experience are you most proud of and/or learned the most from? The experience I have learned the most from is traveling and visiting customers, where I have the opportunity to meet people from a wide range of backgrounds and develop strong personal and professional relationships.

What are you hoping to get out of the PEMA Emerging Leader Program? Hoping to better understand the tools and capabilities to better understand how lead. Along with that, meeting new leaders/mentors that will give me insights into how they have become leaders in their given industry.

What was the most unusual question you were ever asked in a college or job interview? What animal best represents how you work, and why?

What's your favorite business book, podcast or streaming service and why? *It's Better to Build Boys Than Mend Men* by Truett Cathy. I really enjoy listening to Joe Rogan, *The Money Monday Podcast*, *The Ramsey Show*. I love reading all sorts of genres especially WW2 and old history. Podcasts are a great way to learn on the fly and listen to other's stories and experiences. "

What country do you really want to visit? Thailand

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? Cincinnati Bengals and Alabama Crimson Tide. I just have some polos and quarter zips.

What's your super power? Active Listening and Relationship building

What would people be surprised to learn about your background? Extensive travel for work along with being in an industry that a lot of people don't know about.

Jason Holst

Project Manager
AZO Incorporated

Address: 4445 Malone Road, Memphis, TN 38118

Cell: 901-497-2989

Profile: www.linkedin.com/in/jason-holst-99634813



Biography: I graduated from Christian Brothers University in Memphis, Tennessee with a B.S. in Mechanical Engineering. Since 1997, I have been with AZO Incorporated starting as a CAD designer. Eventually I became a project engineer and since 2003 as a project manager. I also spent a few years with the sales department supporting the sales team in a technical support role. Today, I primarily manage the engineering and execution of bulk material handling projects with a team of engineers and make. Also, coordinate and collaborate with customers, suppliers, and other departments on various aspects of the projects. The projects I am involved with are in the food, pharmaceutical, plastics and chemical industries.

What professional accomplishment or experience are you most proud of and/or learned the most from? Since being at AZO Incorporated, there is always a sense of accomplishment when you reach the end of a successful project and the customer is happy with the end result. Many times, the finished project results in products you see and use in everyday life. Knowing that you played a part in getting that product to the consumer or seeing it in a store is another sense of accomplishment. Every project we execute is unique in design and almost all have their own set of challenges. Working through the challenges (good or bad) is where I have learned the most to take to the next project.

What are you hoping to get out of the PEMA Emerging Leader Program? I hope to gain a better knowledge of leadership and strategic planning to help guide the success of the company. Also, to become better at managing and educating direct reports and new hires so that they can be successful in their day-to-day tasks.

What's your favorite business book, podcast or streaming service and why? The podcast I mostly listen to on my commute is *Stuff You Should Know*. They always have interesting topics from history, people, events or how things work.

What country do you really want to visit? Scotland or Denmark.

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? New Orleans Saints (WhoDat!) and Arkansas Razorbacks.

What's your super power? Working through technical problems and coming up with solutions.

What would people be surprised to learn about your background? History buff. Was born in Utah and grew up in New Orleans.

Erich Holtzer

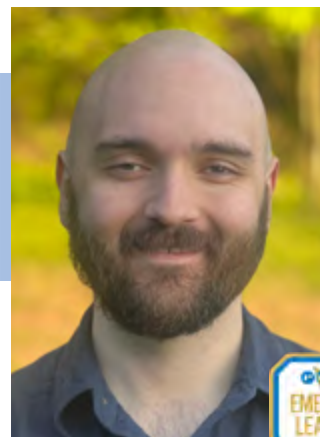
Design Engineer II
Readco Kurimoto, LLC.

Address: 550 N. State Street, York, PA 17403

Work: 717-848-2801

Cell: 267-939-8583

Profile: www.linkedin.com/in/erich-holtzer-b66a65b1



Biography: I received my Bachelor of Science degree (concentration in Mechanical Engineering) from Elizabethtown College in the spring of 2018. By the fall of the same year, Readco Kurimoto hired me as a Design Engineer, and I am employed with them to this day. I design custom continuous mixing equipment while evaluating design feasibility and manufacturability. This is primarily accomplished through the development of 3D models, manufacturing drawings, and relevant calculations/simulations.

What professional accomplishment or experience are you most proud of and/or learned the most from? The barrel (mixing chamber) of our Continuous Processors are jacketed so that the dry and liquid materials being mixed can also be heated or cooled for our customer as needed. Due to numerous design specifications, the jacket is considered a pressure vessel and therefore requires an ASME stamp. This is an official certification mark confirming that pressure equipment adheres to the strict safety, design, fabrication, and inspection standards of the American Society of Mechanical Engineers Boiler and Pressure Vessel Code (ASME BPVC). A part of my job in the design of these barrels and their pressure vessel jackets is to perform various required calculations from the BPVC book to prove that the design of the pressure vessel is safe. This work is then submitted to an ASME Authorized Inspector for review before final approval. We perform these calculations through a custom excel sheet that converts many of the calculations from the BPVC book into something that is more easily digestible for frequent use. This excel sheet was created many years ago by another Readco Kurimoto Engineer, and it has proven to be extremely useful in narrowing down the BPVC book into only the most common calculations used for a typical barrel. As incredible as this custom excel sheet was, it had potential to be improved upon further. There are many sections of the BPVC book to contend with, and not all of them are required for each project. Therefore, you still need to have extensive knowledge of ASME BPVC to know which sections are required and which sections do not apply to your particular project. After more than six years with the company, I felt that I had garnered enough of that extensive knowledge to turn the existing custom excel sheet into what is essentially a flowchart, but in excel format. For example, let's say you first complete the calculations for Section A. The result of those calculations will have direct influence on what you need to calculate next. Perhaps the result means Section B is no longer applicable, and you can simply move onto Section C. Even if you don't yet understand how the result of Section A makes Section B not applicable, the flowchart coding of the new excel sheet will not only direct you to Section C, but it will also prevent you from working on Section B. In other words, the excel sheet is now coded in such a way that you no longer need to know how every possible result of Section A will influence other sections. Curious minds of future Engineers will still come to learn the "how" over time, but at least while taking their first steps on that journey, they won't feel as if they need to drink through the fire hose that is the ASME BPVC book to feel confident in their ability to complete the job of submitting accurate code calculations. This has already proven itself to be very time efficient for one of our newer Engineers who just recently finished his first code calculation project using this new "flowchart" excel sheet.

What are you hoping to get out of the PEMA Emerging Leader Program? I want to be better prepared for future responsibilities as our organization continues to grow in size and capability. I believe the PEMA Emerging Leaders Program will help me with that preparedness by providing an opportunity to not only foster my current leadership skills, but also develop new techniques that may not have been attainable without the guidance of such a program.

Kyle House

Quality Assurance Manager
Velocity Flow Technologies



Address: 1725 Vortex Ave. Salina, KS 67401

Work: 1-866-295-9997

Cell: 785-392-7796

Profile: www.linkedin.com/in/kyle-house-71113630

Biography: Kyle House is the Quality Assurance Manager for Velocity Flow Technologies, where he oversees the quality management system, processes, and product excellence across all represented brands. Kyle supports a diverse team of 12 professionals and leverages his expertise as a Certified ISO 9001:2015 Lead Auditor and Lean Six Sigma Green belt to drive organizational alignment and continuous improvement.

Kyle's 22-year career in sales, manufacturing, and quality is the result of consistent advancement driven by continuous learning and skill development. He entered the industry in 2004 at G.L. Huyett (a master distributor) in entry-level order picking, ultimately rising to Strategic Quotes Supervisor. Joining Velocity Flow Technologies in 2012 as an Inside Sales Agent, he progressed through key leadership roles - including Sales Operations Manager then Continuous Improvement Manager - before earning his current role. His diverse background bridges customer-facing roles with operational and standards management experience, providing him with a holistic view of organizational excellence.

Kyle holds a Bachelor of Arts in Business Management from Kansas State University.

What professional accomplishment or experience are you most proud of and/or learned the most from? Looking back at my experiences or accomplishments, I think the thing that I'm most proud of isn't just a single instance. I think it's my willingness to assume responsibility and go first. My career has been built not on education or being the smartest person in the room, but more so the willingness to say, "Yes," when others say, "No." Or being aware of a business need (without being directly told) and fulfilling that need. Having a willingness to try new things and learn from others is a trait that's served me well in my career.

What are you hoping to get out of the PEMA Emerging Leader Program? I hope to develop skills that help me become a more effective organizational leader. I want to learn the best methods to invest in the development of people around me, empowering my team to maximize their potential and achieve more. My goal is to exemplify what it means to be a strong leader that brings consistency, stability, and humility to the leadership seat.

What's your favorite business book, podcast or streaming service and why? Favorite book - *The Goal* - My first business novel. Was an easy read and had several operational examples. Business podcast - *The Diary of a CEO* - I enjoy the variation of topics.

What country do you really want to visit? Switzerland - For the outdoor experiences.

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? Anything Tom Brady - I appreciate his methodical/cerebral approach to the game.

What would people be surprised to learn about your background? I took a long time to graduate college (and I'm not a PhD) - VERY part-time. Got married, bought a house, raised 3 kids all during 10 years of online schooling.

I've participated in multiple Adventure Races and thoroughly enjoyed them (I don't have much time for them anymore).

John Janicek

General Manager
EMI Mills (A Schold Company)

Address: 888 E Belvidere Road, Suite 214, Grayslake, IL 60030

Cell: 708-658-8553

Profile: <https://www.linkedin.com/in/janicek-john>



Biography: I grew up in the Milwaukee area and graduated from Marquette University with a degree in Mechanical Engineering. After graduation, I started my career at Briggs and Stratton as a Product Engineer for push lawnmower engines and supported two high volume plants in Kentucky and Missouri making a combined 18,000 engines per day. After 7 years at Briggs and Stratton, I decided I wanted to move into a sales position and started selling Bobcat Construction equipment. This role required me to be in the field every day, cold calling, completing demos, working with customers to find the best equipment for their required task and budget.

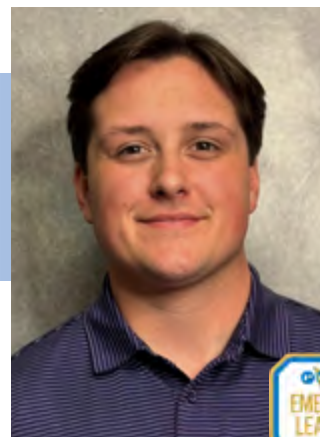
At that time, my now wife was living in Chicago, IL and I decided to move closer to her which brought me to Schold Manufacturing as a Sales Engineer. After 1 year on the sales team, Schold acquired EMI Mills and I became the General Manager. I am now in charge of all functions at EMI Mills including Sales, Production, Accounting, and HR.

What professional accomplishment or experience are you most proud of and/or learned the most from? When EMI Mills was acquired, I was put into a role where I had to learn a large amount about how a company operated. I was able to quickly pick up on the operations of the company and provide a seamless transition to the new ownership. This allowed the company to grow in ways it had not been able to in the years before acquisition.

What are you hoping to get out of the PEMA Emerging Leader Program? Learn ways to continue to grow in my professional career and ways to grow EMI Mills.

Josh Kice

Inside Sales Associate
Kice Industries



Address: 5500 N. Mill Heights Drive, Park City, KS 67219

Work: 316-219-9243

Cell: 316-252-7238

Profile: www.linkedin.com/in/joshfkice

Biography: I graduated from Kansas State University with a bachelor's degree in business. I worked over the summers through high school and college doing various different jobs. I started working over the summers in our shop with our maintenance department. I really enjoyed the hands-on aspect that working in the shop provided. During the later years of college, I started working in the office as a sales intern. I didn't realize at the time how beneficial it was to get a head start before starting full time.

Currently I am an inside sales representative or aftermarket parts sales. I work in a group with 3 other individuals on group email. We have a list of customers who we work with regularly or new customers that we establish and field to our regional salesman. My primary job function is phone calls, quote requests, and order management.

What professional accomplishment or experience are you most proud of and/or learned the most from? I would say the mistakes that I have made are the experiences I have learned from the most. It's never a great thing to make a mistake but they are a great learning opportunity. Having the privilege to work with my family every day is a great experience as well. They are a great resource when it comes to learning and growing because they have been in the same spot.

What are you hoping to get out of the PEMA Emerging Leader Program? I am hoping that PEMA will help prepare me for future roles in my career. I am also excited for the opportunity to network with other individuals that are in a similar industry.

What's your favorite business book, podcast or streaming service and why? During my internship my old supervisor gave me a book called *The Challenger Sale*. I believe that book has made the biggest impact on my career so far. Not only has it changed my view on the sales position I believe that it can also be used internally to help grow within the company.

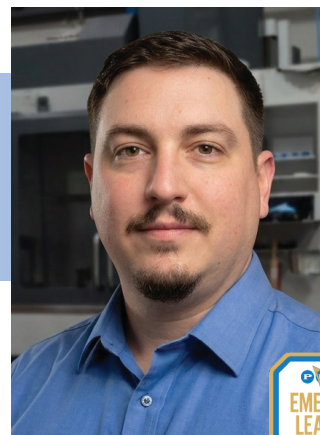
What country do you really want to visit? A country that I really want to visit is Brazil. My uncle has had the opportunity to travel to Brazil. Some of the stories he has shared make it sound like a great place to visit. Me and my father travel to Canada every year as well for a fishing trip.

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? My favorite sports team is K-State football. The memorabilia that is my favorite is a game used and signed helmet from Deuce Vaughn.

What's your super power? I would say one of my superpowers would be my twin sister. Having the opportunity to grow up with a sibling that was the same age as me was amazing. Especially when we got to college and our friend groups would get together.

Troy Marlow

Operations Manager
DMN Westinghouse



Address: 220 S Woods St., West Memphis, AR 72301

Work: 901-498-2112

Cell: 479-981-9465

Profile: <https://www.linkedin.com/in/troy-marlow-098082279/>

Biography: I've spent the last 13 years taking on more responsibility with every role I've had. After high school, I spent four years in a site supervision role where I was responsible for the safety and oversight of large-scale facilities. From there, I moved over to Tyson as a Live Receiving Supervisor, where I spent several years managing the fast-paced logistics of a major production area.

After a year of working for myself doing residential remodeling, I joined the team at DMN Inc. I actually started here as a Service Technician because I've always been hands-on with equipment and enjoy the technical side of the work. My background in management led to me being promoted to Operations Supervisor, and I've been the Operations Manager for about a year now. My daily focus is keeping the facility running, managing our domestic and international shipping, and staying on top of our contracts. I think having that mix of "boots-on-the-ground" technical experience and over a decade of supervisory work gives me a unique perspective on how to keep an operation like DMN moving forward.

What professional accomplishment or experience are you most proud of and/or learned the most from? Moving into the Operations Manager role at DMN has been my proudest accomplishment, but it's also been my biggest learning curve. Coming from a technical background where I was used to fixing things with my hands, I've had to learn how to step back and manage the facility as a whole.

A major part of that growth has been taking over the coordination of our logistics and facility contracts. I've learned that being a good leader isn't just about knowing how the equipment works—it's about staying organized, keeping communication clear between departments, and making sure our shipping and warehouse workflows are actually helping the team rather than slowing them down. This experience has taught me how to think ahead to prevent problems before they start, and it's shown me how much I enjoy the challenge of keeping a complex operation running smoothly every day.

What are you hoping to get out of the PEMA Emerging Leader Program? Since I've recently moved into the Operations Manager role at DMN, I'm looking for the right tools to help me handle the business side of things as well as I handle the technical side. I know how to keep the warehouse moving and get shipments out the door, but I want to get better at the high-level stuff, like managing the facility's finances and planning for the long term.

I'm also really interested in the "360 review" part of the program. I think it'll be a good reality check to see exactly where my leadership stands and where I can improve for my team. Most of all, I'm looking forward to meeting other people in the industry who are in the same boat. Being able to trade ideas and see how other companies solve the same problems we deal with would be a huge help. I want to take what I learn here and use it to make sure our operations in West Memphis are as sharp and efficient as they can be.

What's your favorite business book, podcast or streaming service and why? My favorite business book is *High Five! The Magic of Working Together* by Ken Blanchard. I first received this book from the CEO of Tyson Foods while I was going through their management "boot camp" early in my career, and the lessons in it have stuck with me ever since. Using a hockey team as a metaphor, the book breaks down why even the most talented individuals can't succeed alone. The core message—"none of us is as smart as all of us"—really shaped how I view leadership.

What country do you really want to visit? Japan

Mike Miller

Director of Sales & Marketing
AZO Inc.

Address: 4445 Malone Rd, Memphis, TN, 38118

Cell: 901-355-1154

Profile: <https://www.linkedin.com/in/mike-miller-901/>



Biography: I currently serve as Director of Sales & Marketing, leading commercial strategy, business development, and market growth initiatives focused on Commercial and Industrial process manufacturing industries. My role centers on helping customers design and implement bulk material handling system solutions that improve reliability, efficiency, and long-term plant performance. I work closely with engineering, operations, and my fellow executive team to align technical solutions with customer and market needs while also developing commercial processes and sales team capabilities.

Prior to entering industry, I served as an officer in the United States Air Force as a Missileer, where I developed a strong foundation in leadership, accountability, and decision-making in complex operational environments.

I hold an Executive MBA from the University of Memphis and a Bachelor's degree in Aerospace Engineering from the University of Cincinnati. Throughout my career, I have remained focused on leadership development, continuous learning, and building strong relationships across the manufacturing and process equipment industries.

What professional accomplishment or experience are you most proud of and/or learned the most from? The experience that shaped me the most professionally was serving as an officer in the United States Air Force. Operating in an environment where accountability, discipline, and teamwork were non-negotiable taught me the importance of clear communication, trust, and leadership under pressure.

One of the biggest lessons I carried forward from that experience is that leadership is ultimately about people. Technical expertise and processes are important, but sustained success depends on building teams that trust one another, communicate effectively, and remain focused during challenging situations. I also learned the importance of fostering a culture of excellence by leading from the front, setting high standards through personal example, and creating an environment where accountability and continuous improvement are embraced at every level.

That perspective has continued to influence how I approach leadership in the private sector. Whether developing commercial strategy, leading teams, or working through customer challenges, I have learned that strong leadership requires adaptability, continuous learning, and the ability to bring people together around a common objective.

What are you hoping to get out of the PEMA Emerging Leader Program? Leadership development has been a consistent theme throughout my career. From serving as an officer in the U.S. Air Force to completing an Executive MBA and now leading sales and marketing for an organization serving process manufacturing industries, I have been fortunate to learn from environments where strong leadership and disciplined training are foundational.

Those experiences have taught me that leadership is never static. While many core principles endure, the way leaders apply them must evolve alongside changes in technology, organizations, and the expectations of a new generation entering the workforce. For that reason, I believe there is always value in revisiting leadership concepts through new perspectives and shared experiences.

Through the PEMA Emerging Leaders Program, I hope to gain an objective perspective on my current leadership approach, expand and adapt my leadership toolkit, and continue building strong relationships within the process equipment manufacturing community alongside other professionals committed to advancing the industry.

What was the most unusual question you were ever asked in a college or job interview? One of the most unusual interview questions I was asked was: “A man is sitting in a small boat in a swimming pool holding a very heavy cannonball. If he drops the cannonball into the water, does the water level rise, fall, or stay the same?”

I answered that the water level would go down slightly. I was never told whether I was right or wrong, but I appreciated the question because it revealed how candidates approached uncertainty and problem solving rather than whether they could produce a quick answer.

What’s your favorite business book, podcast or streaming service and why? *Thinking, Fast and Slow* by Daniel Kahneman has probably had the biggest impact on how I think about leadership and decision-making. While it is not a traditional business book, it gave me language and structure around concepts that previously felt intuitive but difficult to explain. It has helped me become more aware of my own biases and blind spots while also improving how I coach and develop others. I particularly value its emphasis on how people process information, make decisions, and react under pressure—skills that are highly relevant in both leadership and commercial roles.

What country do you really want to visit? Norway is the land of my ancestors and a country I have not yet had the pleasure of visiting.

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? I am a (somewhat regrettably) die-hard Cleveland sports fan: Browns, Cavs, Guardians. I have adopted the Memphis Grizzlies as my new hometown team. I’m also a big college basketball fan and cheer for the Cincinnati Bearcats and Memphis Tigers with equal & opposing love.

What’s your super power? My “super power” is adaptability and the ability to quickly learn across disciplines. Throughout my career, from my studies in aerospace engineering, to military service as a Missileer, to commercial leadership in industrial manufacturing, I’ve consistently found myself operating in environments that required learning complex technical, operational, and business concepts quickly and connecting them in practical ways.

I’m naturally curious and enjoy understanding how systems, people, and organizations work together. That has helped me bridge gaps between technical teams, customers, operations, and leadership while staying comfortable in unfamiliar or rapidly changing environments. I think that combination of curiosity, adaptability, and continuous learning has been one of the biggest drivers of my professional growth.

What would people be surprised to learn about your background? People are often surprised to learn I served as a Missileer in the USAF before transitioning into industrial manufacturing. Leaving the military was a major shift, but I knew I wanted the freedom to build a career on my own terms and trusted I could succeed in unfamiliar environments.

Brodie Pierce

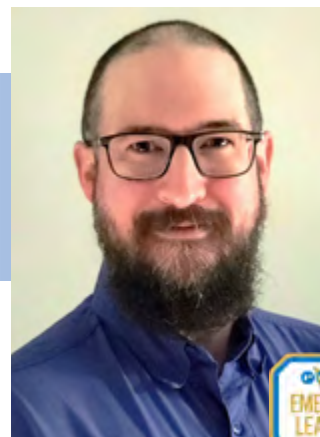
General Manager of Newton Operations
C&W Dusttech

Address: 1810 SE 9th ST, Newton, KS 67114

Work: 316-333-8207

Cell: 903-357-2925

Profile: <https://www.linkedin.com/in/brodie-pierce-67001989/>



Biography: After serving in the United States Marine Corps, I began my first manufacturing job assembling odorant delivery systems for natural gas. I moved from assembly to service and was on call 24/7 to answer customers questions and help troubleshoot problems while also helping to develop training manual for assemblers and end users. In 2015 I attended Eastfield Colleges Journeyman brewer program and became a professional craft brewer, working in various sized breweries from small brewpubs to large international production facilities. In 2017 I completed my Technical Brewing Course before moving on to become the R&D brewer for a large Scottish based brewery. In 2023 I came on board at C&W Dusttech helping with their service department and in 2024 started in my current role as General Manager of their Newton, KS facility. In my role here, I oversee daily operations, troubleshoot equipment issues, order raw materials, assist with QA/QC, and hire and train new employees.

What professional accomplishment or experience are you most proud of and/or learned the most from? I always feel most accomplished when I know I have put out the best product I can. In brewing that accomplishment came more often in the form of seeing patrons in a taproom or bar ordering and enjoying a beer I had developed and brewed. However, I think my greatest professional accomplishments are the gold, silver, and bronze medals I have won in various international brewing competitions, and even in areas I did not place, I was able to take the feedback of judges to improve my processes and grow as a brewer.

What are you hoping to get out of the PEMA Emerging Leader Program? First, I am looking to make lasting connections with other emerging leaders in our field. I want to use my experiences to help others, while also gleaning knowledge and skills from my cohorts that I can use to be a better leader.

What was the most unusual question you were ever asked in a college or job interview? I don't think I've ever thought a question was unusual. However, the one question that has always stuck with me was during a practice interview in college. I was being interviewed by a private prison company, and I was asked what I would do if I was guard and riot broke out, what I would do. I relied on my military training and said I would continue to guard my post and await orders, which I was told was the correct answer.

What's your favorite business book, podcast or streaming service and why? I really enjoy the work of Jocko Willink, especially his book *Extreme Ownership*. I am very much of the mindset that you need to take ownership of your actions good or bad and when being a leader, you are the one who needs to take ownership of your team, department, group, etc.

What country do you really want to visit? Japan

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? I don't really watch sports. The only sport I really care to watch is the Tour De France.

What's your super power? I think superpower is troubleshooting. I joke a lot that I would not be where I am today if I had not learned to troubleshoot. I say learn because that's what it is a learned skill and when you understand how to use it, there is very few problems you can't solve through analytical thought.

What would people be surprised to learn about your background? I don't know that anything in my background would be surprising to anyone. I do feel like, when I tell people, that I used to help take boy scout troops on weeklong horseback trips in the mountains of west Texas they are usually interested and want to know more.

Mike Stratis

VP of Sales
Cleveland Vibrator

Address: 4544 Hinckley Industrial Parkway, Cleveland, Ohio 44109

Cell: 440-223-8904

Profile: [linkedin.com/in/mike-stratis-1ba08324/?skipRedirect=true](https://www.linkedin.com/in/mike-stratis-1ba08324/?skipRedirect=true)



Biography: Mike Stratis is a sales and business development leader in the industrial automation and material handling sector, currently serving as Vice President of Sales within the Cleveland Vibrator Group. Based in the Greater Cleveland area, he brings extensive experience in vibration technology, automation solutions, and customer-focused equipment sales.

Throughout his career, Mike has held progressive leadership roles spanning sales, customer service, and technical solution development. His professional background includes working closely with manufacturers across industries such as metalforming, aggregates, chemicals, and food processing to improve efficiency, safety, and material flow through engineered vibration systems.

In his current role, Mike leads sales strategy, customer engagement, and market development initiatives, with a focus on delivering tailored solutions that enhance productivity and reduce downtime. He is also actively engaged in industry organizations such as the Precision Metalforming Association, where he contributes to networking, training, and supplier collaboration efforts.

Mike's primary job functions center on strategic sales leadership, customer relationship management, and aligning technical solutions with client operational goals.

What professional accomplishment or experience are you most proud of and/or learned the most from? Teaching the Vibration Flow Aids class for Kansas State University's Bulk Solids Innovation Center.

What are you hoping to get out of the PEMA Emerging Leader Program? Plans to continue to develop my sales team management skills, processes others are using to grow and build teams, strengthen relationships with teammates, motivate teammates to meet and exceed external customer and internal customer expectations.

What's your favorite business book, podcast or streaming service and why? Book: *Never Split The Difference* - great book for negotiation skills, sales development for communication.

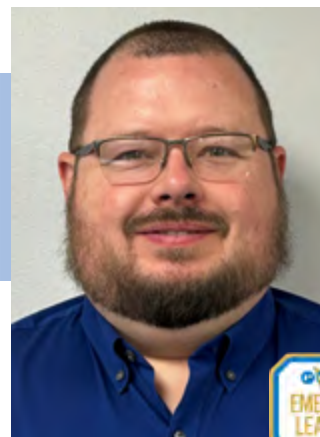
What are your favorite sports teams and what, if any, logo items or memorabilia do you have? Cleveland teams! Browns, Cavs, and Guardians.

What's your super power? General optimism as well as speed and pace to do work

What would people be surprised to learn about your background? I don't have any brothers, sisters, first, or second cousins.

Ronald Van Ostenbridge, Jr

Senior Manager - Americas Sales
Coperion Process Solutions



Address: 1716 Chafteed Ct, Williamstown, NJ 08094

Work: 856-571-0282

Cell: 856-571-0282

Profile: <https://www.linkedin.com/in/rvojrr/>

Biography: BS Computer and Electrical Engineering Rowan University, MBA finance Drexel University

Field service, Project Engineering, Internal Sales, RSM, BDM, Senior Manager Sales

Currently I manage our feeding and components group for the Americas in plastics and chemicals.

What professional accomplishment or experience are you most proud of and/or learned the most from? Earning my undergraduate engineering degree was the most challenging part of my educational journey. From a professional point of view, joining and growing our components business unit was one of the most pivotal experiences of my career.

What are you hoping to get out of the PEMA Emerging Leader Program? I'm looking to better identify and develop leaders from within the organization, enhance my leadership skills, network within the industry and prepare for future leadership roles within the industry.

What was the most unusual question you were ever asked in a college or job interview? Why is a manhole cover round?

What's your favorite business book, podcast or streaming service and why? There are many. *Masters in Business* Podcast by Barry Ritholtz.

What country do you really want to visit? There are soo many! Australia.

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? I don't really follow any sports.

What's your super power? Multitasking across a range of topics.

What would people be surprised to learn about your background? I enjoy scuba diving in New Jersey and occasionally other places.

Aaron Zalar

Project Engineer
Sly, LLC

Address: 8300 Dow Circle, Suite 600, Strongsville, OH 44136

Work: 440-274-0384

Cell: 309-265-6629

Profile: www.linkedin.com/in/aaron-zalar



Biography: I earned a Bachelor of Science in Mechanical Engineering from Purdue University. I began my career as a Product Validation Engineer at John Deere, where I focused on drivetrain systems and gained hands-on experience in testing, analysis, and evaluating product performance.

I then joined Sly LLC as a Project Engineer, where I am involved in both the technical and sales sides of projects. I work with customers to understand their applications, develop equipment solutions, and support projects from initial concept through execution. My role includes equipment selection, proposal development, and coordinating with both customers and vendors to drive projects to completion.

What professional accomplishment or experience are you most proud of and/or learned the most from? One of the experiences I'm most proud of is developing and implementing a standardized procedure for the structural support design of our equipment at Sly LLC. As responsibility for support design transitioned to the Project Engineering team, I was tasked with helping define the process.

I collaborated with our Project Engineering Manager, Chief Engineer, and R&D engineers to incorporate key design considerations and best practices into a structured, repeatable procedure. After developing the procedure, I led a series of training sessions over the course of a month to introduce the approach and support the transition of responsibility. This experience improved the efficiency and clarity of our design work while strengthening my ability to collaborate with engineering teams, communicate technical concepts, and drive process improvements.

What are you hoping to get out of the PEMA Emerging Leader Program? I'm interested in building a strong professional network within the industry and developing the skills needed to transition into future leadership roles. I'm particularly focused on improving my ability to lead projects, communicate effectively across teams, and better understand the broader business side of the manufacturing equipment industry. I also look forward to learning from the experiences of other professionals in the program, as well as engaging with industry leaders. I hope to bring the experience gained through the program back to my team at Sly to support the development of others and improve our processes.

What country do you really want to visit? I would love to visit Ireland.

What would people be surprised to learn about your background? I come from a very musical family, which led me to start playing the tenor saxophone in fifth grade. I've kept up with it ever since and now play in a band with my uncle here in the Cleveland area.

Zack Ziegler

Application Engineering and Service Manager
Macawber Engineering



Address: 536 Smith Rd. Knoxville, TN, 37934

Work: 865-329-7046

Cell: 865-776-5409

Profile: https://www.linkedin.com/in/zack-ziegler-835a0292?utm_source=share&utm_campaign=share_via&utm_content=profile&utm_medium=android_app

Biography: Bachelor's Degree - Mechanical Engineering. Spent 8 years as a design engineer in medical devices. Transitioned to Application Engineering in 2020 for Macawber Engineering. Have since transitioned to manage the Application Engineering and Service departments. Routine tasks in the application department are to complete and/or review calculations, engineering drawings, perform and review material testing, and commission systems in the field. In the service department assist customers with troubleshooting systems in the field and manage the service group.

What professional accomplishment or experience are you most proud of and/or learned the most from? Have a couple patents for designs in my previous career. Really enjoy when I work on a project from the design phase and get to see it implemented in real life and operating. Conversely, when things have gone wrong, I have learned tremendously how to figure out how to solve the problem.

What are you hoping to get out of the PEMA Emerging Leader Program? Most importantly to become a more well rounded leader.

What was the most unusual question you were ever asked in a college or job interview? I've honestly never had a weird question asked.

What's your favorite business book, podcast or streaming service and why? I have enjoyed the *All In* podcast. It isn't necessarily strictly business oriented, but it is mostly about the modern day issues we are all facing with a business minded perspective.

What country do you really want to visit? Germany

What are your favorite sports teams and what, if any, logo items or memorabilia do you have? Not into sports massively, but live in Knoxville, so "GO VOLS!"

What's your super power? Open minded and easy to get a long with others.

What would people be surprised to learn about your background? There's nothing too surprising about me.