PEMA® 2026 FALL MEETING PROGRAM

Hilton Cincinnati Netherlands Plaza Hotel ♦ Cincinnati, Ohio
September 14-15, 2026
Program as of 8-28-2026

SUNDAY • SEPTEMBER 13, 2026

2:30 p.m. – 6:00 p.m.

Optional Outing – Guided Tour of the Cincinnati Brewing Heritage Trail

Explore the social and economic past of Cincinnati with this private guided tour of the historic brewing district. We'll meet in the lobby of the Netherland Plaza Hotel, walk to Fountain Square and travel by streetcar to the Over-the-Rhine neighborhood. Tour stops will include:

- Christian Moerlein Brewery structures that include the malthouse, bottling, office, and stock house
- Jackson Brewery & underground lagering cellars
- a visit to Findlay Market, the oldest operating municipal market in Ohio
- A refreshment break at Rhinegeist Brewery

We'll return to Fountain Square by streetcar. While not a strenuous tour, be sure to wear comfortable shoes and dress for the weather.

Note: a separate fee applies to this outing. Sponsored by Stedman Machine Company.

MONDAY • SEPTEMBER 14, 2026

8:30 a.m. – 10:30 a.m.
Salon BC (4th floor)

Board of Directors Meeting

11:00 a.m. – 12:30 p.m.
Caprice 2&3 (4th floor)

Emerging Leaders Program Session 1 (with lunch)
This session is limited to PEMA ELP participants only.

12:45 p.m. – 2:00 p.m.
4th floor registration office

Registration

1:15 p.m. – 1:30 p.m.
Pavillion (4th floor)

Welcome and Program Review
✳Chuck Mitchell, PEMA President; VP Sales & Marketing, Carrier Vibrating Equipment Group
✳Rich Gaffney, PEMA Vice President & Program Chair; VP Commercial Operations, Sentry Equipment Corporation

1:30 p.m. – 3:00 p.m.
Pavillion (4th floor)

Setting Expectation for 2027 and Beyond
✳Taylor St. Germain

Uncertainty makes even the strongest businesses hesitate. When markets shift, leaders need more than forecasts – they need clarity, context, and a plan. This session will help business leaders understand what is coming next, how it will affect their industry, and where to focus when conditions change. Inflation, interest rate changes, and margin pressures can derail pre-existing plans. Having a broad view of business cycle changes and sector-level drivers will help identify risks and opportunities, align strategy, budgeting, and investments with forward-looking economic insight.

While many markets improved this year, others experienced only muted growth and are at risk of hard landings in 2027. This session will delve into the key macroeconomic drivers that will take hold next year or carry over from 2026. We will focus especially on the top economic drivers impacting your business – such as inflation, interest rates, labor, and geopolitical uncertainty – and their implications for overall cost structure, workforce strategy, the risk of profitless prosperity, and the timing of resource allocation across an organization.

3:00 p.m. – 3:15 p.m. **Break**

3:15 p.m. – 5:15 p.m. **AI in the Hot Seat**
Pavillion (4th floor)
✳Jon Lakefish, Founder Lakefish Group
One of the most popular speakers from the 2025 Fall Meeting, Jon will bring PEMA up to date on AI advances. He'll do a deeper dive in how to use AI tools for developing interactive financial dashboards from existing spreadsheets, demonstrate how to utilize AI for knowledge transfer, and provide real-world techniques directly applicable to PEMA companies.

5:15 p.m. – 5:30 p.m. **Informa Markets Update**
Pavillion (4th floor)

5:45 p.m. – 8:00 p.m. **Networking reception-style dinner, Sponsored by Informa Markets**
Continental Ballroom (Mezzanine)

TUESDAY • SEPTEMBER 15, 2026

7:45 a.m. – 8:45 a.m. **Roundtables with breakfast – See below for topics (breakfast buffet available at 7:15 a.m.)**
Caprice 1&4, 2, 3, Salon BC, DE and GH (4th floor)

9:00 a.m. – 10:30 a.m. **Continuing to Thrive in a Hyper-paced World**
Pavillion (4th floor)
✳Holly Green, Behavioral Scientist
Can you move fast with focus and flexibility in today's rapidly changing environment? Or do you constantly struggle just to keep up? Today's markets offer almost unlimited opportunities, but only for those companies prepared to take advantage of them. Using ideas, tools, and techniques from her best-selling book, Using Your Brain to Win, Holly reveals counterintuitive insights that market leaders use to stay ahead of the change curve and leave their competition behind. She will show you how to get crystal clear on where you need to go and what you need to do to get there, how to develop the discipline to pause and focus on the right things, and – most important – how to slow down to go fast.

You'll practice playing with your brain and learning tools and techniques you can immediately apply to be even more incredible.

10:30 a.m. – 10:45 a.m. **Break**

10:45 a.m. – 12:00 p.m. **Delta Ducon – Member Company Profile**
Pavillion (4th floor)
✳Matt DelPizzo, Vice President
PEMA Business Meeting

12:00 p.m. **Adjourn**

12:30 p.m. – 5:00 p.m. **Emerging Leader Program (with lunch) – Session 2: Personality Profile**

Salon HI (4th floor) *This session is limited to PEMA ELP Class of 2027 cohort participants.*

PEMA 2026 Roundtable Topics

Succession Planning
How do you retain key future leaders who may become impatient, especially in small/medium or family-owned companies? How do you identify high performers early, keep them engaged, and retain them through organizational changes (packages, forced reductions, retirements) so they can become future successors? Have you established succession plans for both shop and office roles? Do your succession plans address all critical "pain points" across the company (including shop-floor roles), or are they focused mainly on top-level/office positions, and what challenges have you faced in doing this?

AI - Utilization and Integration
Where have you seen measurable ROI from AI, and where has it failed or stalled? How are you using AI as a "force multiplier" for redundant or routine tasks (e.g., marketing, lead generation, presentations, research, routing/planning)? Which AI tools or platforms (and combinations of tools) have proven most effective for your key use cases, and how have they impacted productivity (e.g., sales per employee, ability to do more with the same headcount)?

Profitability Under Pressure (Note antitrust guidelines forbid any direct discussion of price)
Where are you currently getting the most cost pressure: labor, materials, energy, or pricing resistance? How is it evolving? How are you adjusting pricing strategies—indexing, surcharges, shorter validity, or value-based pricing? Are customers becoming more resistant, or more understanding, of price increases? What structural changes have you made (or need to make) to reduce costs and protect margins? What is working and what isn't working?