



CHICAGO



November 3-6 • Fairmont Hotel Millennium Park

PLUMBING MANUFACTURERS INTERNATIONAL CONFERENCE

PMI25 CONFERENCE SCHEDULE

Mon., Nov. 3

8:30 am-4:30 pm	PMI Inspiring Leaders Program: Mindful Leadership: An Authentic Approach to Change at the Catalyst Ranch, led by Stephanie Klein , chief executive officer of Mindfire Mastery LLC. (Separate registration and held at the Catalyst Ranch)
Noon-4 pm	PMI Board of Directors meeting (Invitation only)
1:30-4 pm	PMI Strategic Advisory Council, committee chairs and board meeting (Invitation only)
3-5 pm	Meeting registration
5:30-7:30 pm	Welcome reception for all attendees

Tues., Nov. 4

9-10:15 am	Keynote address: Superhero Leadership in Uncertain Times and Instant Storytelling with Brett Culp , founder of the Rising Heroes Project
10:15-10:30 am	Break
10:30-11:20 am	Navigating the Future of Water in Manufacturing fireside chat moderated by Caitlin Looby , reporter, Milwaukee Journal Sentinel, with Joel Brammeier , president and CEO, Alliance for the Great Lakes, and Alaina Harkness , chief executive officer, Current
11:20 am-Noon	Building Water Systems: The Link to Wholistic Water Resilience with Lisa Ragain , principal water resources planner, Metropolitan Washington Council of Governments
Noon-1 pm	Lunch
1 pm-1:45 pm	Tariff Trends and Trade Tactics with Brooks Allen , partner, national security, CFIUS; international trade, Skadden, Arps, Slate, Meagher & Flom LLP
1:45-2:20 pm	PFAS – State of Practice for Management and Treatment with Joseph Quinnan , PE, PG, senior vice president and director of emerging contaminants, Arcadis
2:20-3:20 pm	PMI Market Outlook LIVE: Gearing Up for 2026 with Lauren Saidel-Baker , economist and senior consulting speaker, ITR Economics
3:20-3:40 pm	Break
3:40-4:20 pm	Preparing for California's New Climate Disclosure Requirements: SB 253 & SB 261 with Nick McCreary , senior vice president, sustainability, KERAMIDA
4:20-5 pm	Deep Tunnels, Backwards Rivers and Electrofishing: Chicago's Water Infrastructure with Justin Brown , senior public affairs specialist, Metropolitan Water Reclamation District of Greater Chicago
6-8 pm	Ignite Glass Studios reception and dinner

Wed., Nov. 5

7:30-8:30 am	Women of PMI Breakfast: I Quit So You Don't Have To: Flipping the Script from Success-EMPTY to Success-FULL with Shelley Paxton , chief soul officer of Soulbbatical
9-10 am	Industry Leaders Panel Discussion led by Shelley Paxton , chief soul officer, Soulbbatical; with Erin Beyer , senior vice president, product, Delta Faucet Company; Bob Downie , president and CEO, Duravit America; Carmen Fiordiroso , president, GERBER; and Shawn Oldenhoff , senior vice president, category management, kitchen and bath North America, Kohler.
10-10:30 am	Advocacy and Government Affairs Update with Jerry Desmond and Stephanie Salmon , PMI's advocacy/government affairs consultants
10:30-10:45 am	Break
10:45-11:45 am	Present and Future Implications of AI in Advanced Manufacturing with Thomas Kurfess , Ph.D., regents' professor and chief manufacturing officer, Georgia Institute of Technology; chief technology officer, National Center for Manufacturing Sciences
11:45 am-12:15 pm	Packaging Policy Landscape with Rob Keith , membership & policy director, AMERIPEN
12:15-1:15 pm	Lunch
1:15-2 pm	EPR Compliance Updates with Karl Heisler , partner, King and Spalding; Lowell Huffman , director – channel partnerships, rePurpose Global
2-2:20 pm	EPR Q&A Session moderated by Matthew Windrum , director of state government affairs, policy and advocacy, PMI, with Karl Heisler , partner, King and Spalding; Lowell Huffman , director – channel partnerships, rePurpose Global; and Rob Keith , membership & policy director, AMERIPEN
2:20-3 pm	Counterfeit and Contraband Products Update with Larry Rosenberg , partner, Jones Day
3-3:30 pm	Break
3:30-5 pm	71st Annual Meeting of the Membership (Members and Invitation only)
6-8 pm	PMI25 reception and dinner at the Fairmont

Thurs., Nov. 6

9-9:40 am	I am Woman, Watch me Build! with Jenn Kovacs , senior director, community impact, MiTek; executive board member and treasurer, She Built Foundation
9:40-10:20 am	Strategic Benefits of Build America Buy America (BABA) Certification with Jason Hodell , partner, industrial and consumer goods segment leader, Cherry Bekaert Advisory LLC
10:20-11 am	FCC Equipment Authorization: What Manufacturers Need to Know with Jennifer Wainwright , senior associate, Kelley Drye & Warren LLP
11-11:40 am	PMI25 Industry Roundtable Discussion
11:40-Noon	Closing Ceremony

THANK YOU TO OUR PMI25 SPONSORS

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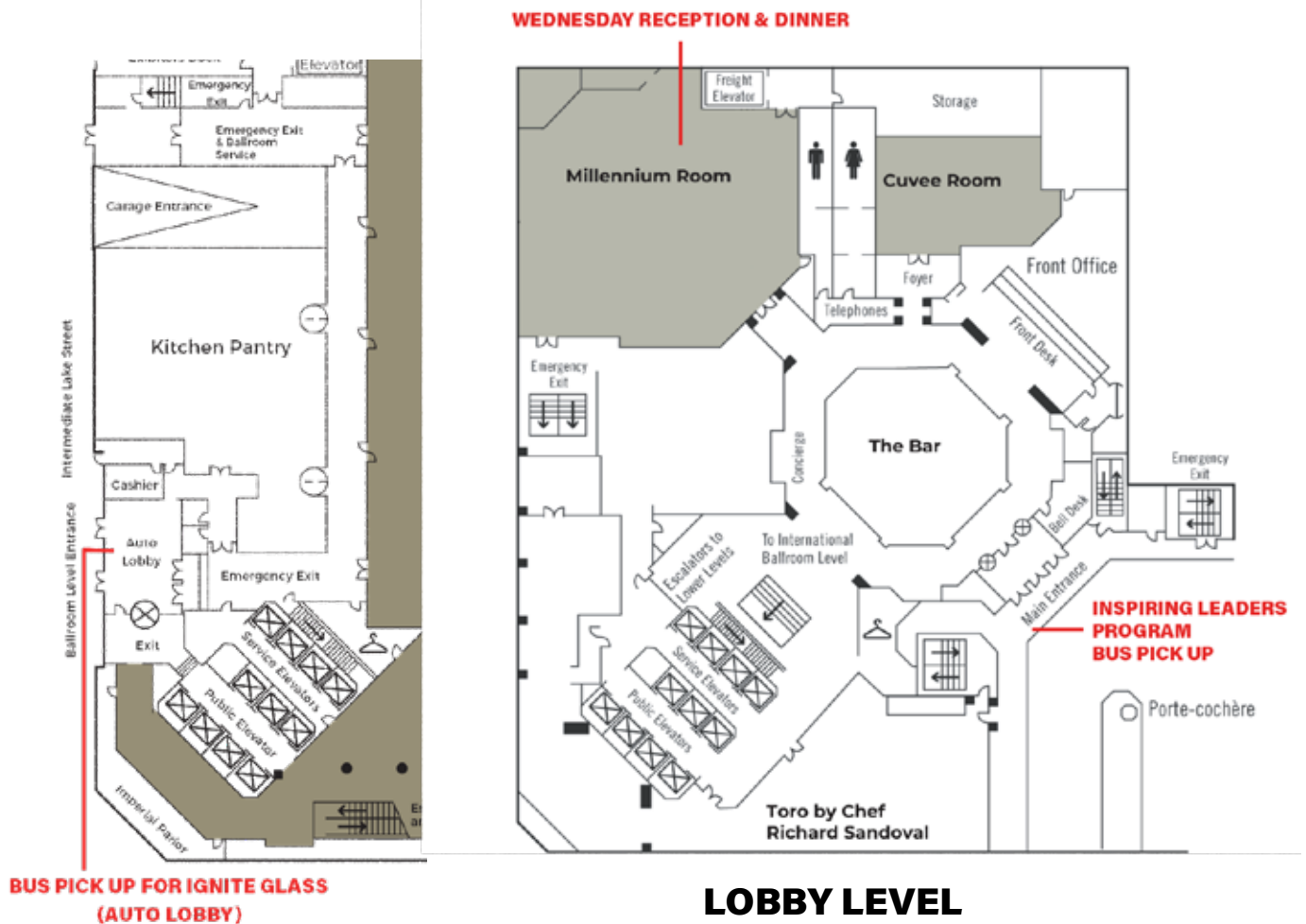
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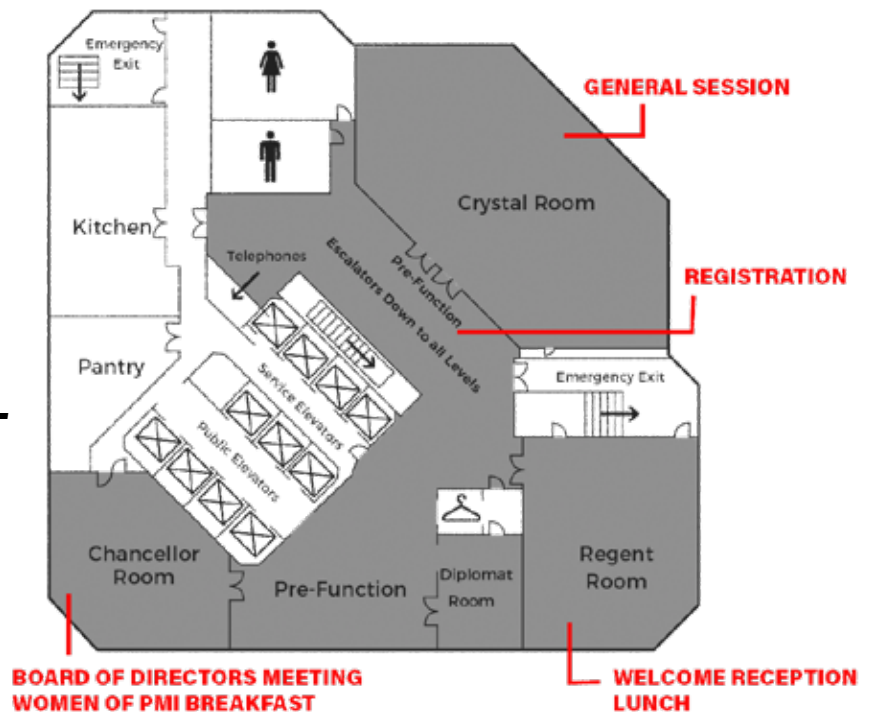


HOTEL EVENT LOCATIONS



LEVEL B2

3RD LEVEL



PMI Board of Directors

Belinda Wise, Neoperl
President

Bob Neff, Delta Faucet Company
Vice President

Lowell Lampen, Kohler Co.
Secretary-Treasurer

Chip Way, Lavelle Industries
Immediate Past President

Troy Benavidez, LIXIL

Kate Olinger, GF

Paige Riddle, LSP Products

Strategic Advisory Council

Erin Beyer, Delta Faucet Company

Robert Downie, Duravit

Shawn Oldenhoff, Kohler Co.

William Strang, TOTO USA

Todd Teter, House of Rohl & WINN EMEAA

Claude Theisen, T&S Brass and Bronze Works, Inc.

PMI Staff

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PMI MEMBER COMPANIES

Manufacturing Members

BLANCO	Lavelle Industries, Inc.
Bradley	LIXIL
Brasscraft	LSP Products Group LLC
Delta Faucet Company	Moen Incorporated
Dornbracht Americas Inc.	mSupply
Duravit USA, Inc.	Neoperl, Inc.
Falcon Water Technologies, LLC	Pfister
Fisher Manufacturing Company	Reliance Worldwide Corporation
Fluidmaster, Inc.	Sloan Valve Company
Gerber Plumbing Fixtures, LLC	Sprite Industries, Inc.
GF	Symmons Industries, Inc.
Hansgrohe, Inc.	T&S Brass and Bronze Works, Inc.
Haws Corporation	TOTO USA
KEROX	Viega LLC
Kohler Co.	Water Pik, Inc.
LAUFEN Schweiz AG	WCM Industries, Inc.
	Zurn Elkay Water Solutions

Allied Members

CSA Group Testing & Certification Inc.
IAPMO
International Codes Council Evaluation Services (ICC-ES)
NSF
UL Solutions

ANTITRUST COMPLIANCE POLICY

It is and has been the policy of Plumbing Manufacturers International and its members to strictly comply with all laws applicable to Organization activities. Because our Organization's activities involve cooperative undertakings which conceivably could be viewed critically by antitrust enforcement agencies, it is important to emphasize the unswerving commitment of our members and PMI to full compliance with federal and state antitrust laws. This statement is being distributed as a confirmation and reminder of that long-standing commitment and as a general guide to those antitrust principles which have particular significance to our activities and meetings.

This statement is not a summary of the laws applicable to trade association activity. It is intended only to highlight and emphasize the principal antitrust standards which are relevant to PMI programs. The antitrust laws are stated in general terms, and it is frequently difficult to be certain how those laws may be applied. You are, therefore, encouraged to seek the guidance of Organization Legal Counsel and your own attorneys.

Responsibility for Antitrust Compliance

PMI's structure has been fashioned and its programs are carried out in conformance with antitrust standards. Paramount responsibility for antitrust compliance which includes avoidance of even an appearance of improper activities is yours. Your corporate employer and this Organization depend on your good judgment to avoid all discussions and activities which involve improper subject matter or improper procedures. It is your responsibility to limit your discussions and activities to matters identified on the agenda. Our staff members work conscientiously to avoid subject matter or discussion which may have unintended implications, and counsel for the Organization provides guidance with regard to these matters. It is important for you to realize, however, that the competitive significance of particular conduct and communication probably is most readily evident to you, who are directly involved in the industry.

Antitrust Guides

These guides deal specifically only with the federal antitrust laws which have most direct relevance to your Organization activities; but compliance with the federal laws will normally ensure compliance with state laws. The principal relevant statutes are the Sherman Act, which is enforced primarily by the Antitrust Division of the United States Department of Justice, and the Federal Trade Commission Act, which is enforced by the Bureau of Competition of the Federal Trade Commission. Penalties for violating the antitrust laws are severe. Corporations are subject to heavy fines and injunctive decrees which can have far-ranging impact on corporate activities, and may be liable for substantial damage judgments. Individuals are subject to criminal prosecution, and may be punished by fines and imprisonment. In general, the antitrust laws seek to preserve free and open competition in the United States and in commerce with foreign countries. Competitors may not restrain competition among themselves with reference to the price, the quality or the distribution of their products, and they may not agree or act together to restrict the competitive capabilities or opportunities of other competitors, their supplies, or their customers. In all trade associations you should heed the following guidelines:

Prices

Prices, discounts or other terms of sale must never be discussed at PMI meetings.

Other Competitive Information

Communication or exchange of confidential competitive information of other kinds may also be improper, and PMI imposes safeguards to prevent inappropriate disclosures. For example, when composite statistical information is compiled and published, the Organization reports are made for proper uses and purposes only, and represent an aggregation of historical data from its members; and individual member's data is not disclosed to other members or to those outside the Organization.

ANTITRUST COMPLIANCE POLICY (CONTINUED)

Meetings

PMI meetings are carefully structured and monitored. Agendas for all meetings are prepared, approved by legal counsel and circulated in advance. They are carefully followed at the meeting. A PMI staff member attends all PMI meetings and is responsible for preparing the minutes of each meeting. PMI legal counsel attends all Organization membership meetings, Board meetings and other Organization meetings at which sensitive issues are discussed and legal counsel reviews the minutes of all meetings. There are no informal meetings of the Organization or any of its committees. Discussion of legally sensitive matters must never occur outside of formal meetings, such as at social functions, events or otherwise.

Membership and Participation

Membership in PMI is open to all companies who meet the requirements of the Organization's Bylaws. The Organization is constantly seeking to broaden its membership base to include all industry members. Organization meetings are open to all members. Organization publications are available to all members and to non-members for a reasonable charge. Wide membership participation is sought in all PMI programs.

Public Statements

The Organization wishes to insure that its public statements such as those to federal and state

government officials made on behalf of the plumbing industry as well as its press releases and public communications are accurate and complete. To this end, it is important that each Organization member insure that member information and data reported to the Organization is accurate and complete. To the extent that the member assists in developing the PMI position, the member should insure that the reported statement complies with the Organization's policy for accuracy and completeness.

Improper Appearances

Compliance with this policy involves not only the avoidance of antitrust violations, but the avoidance of any behavior which might be so construed. Communications or correspondence must never be conducted in a surreptitious manner or contain language which could be misunderstood. Copies of all Organization-related correspondence should be sent to an appropriate staff member. If any question arises about any PMI activity, you should consult your attorney, PMI staff or PMI Legal Counsel.

Conclusion

The Organization will not knowingly be a party to conduct which restricts in any way a member's freedom to make independent decisions in matters that affect competition or otherwise. You have an important responsibility to make sure that our Organization's activities conform to this standard.

PMI VISION, MISSION & HISTORY

VISION

Safe, responsible plumbing. Always.

MISSION

- To promote the water efficiency, health, safety, quality and environmental sustainability of plumbing products while maximizing consumer choice and value in a fair and open marketplace
- To provide a forum for the exchange of information and industry education
- To represent openly the members' interests and advocate for sound environmental and public health policies in the regulatory/legislative processes
- To strengthen the plumbing industry's growth and expansion

HISTORY

Plumbing Manufacturers International (PMI) is the voluntary, not-for-profit association of plumbing product manufacturers. In 2011, PMI launched its current name and identity to reflect its international reach. PMI originally began as the Plumbing Brass Institute. The scope of the organization was expanded in 1975 and the name changed to the Plumbing Manufacturers Institute. In 1998, it was reorganized around focus issues, product groups and standing committees.

DIVERSITY, EQUITY AND INCLUSION

United in Our Journey

Diversity, Equity and Inclusion. They are powerful words to us. They are unyielding principles guiding our organization. We celebrate multiple approaches and points of view. We believe they drive innovation. So, we're creating a culture where difference is valued. We take a holistic approach. We are building our network of people, programs and tools all designed to help our member companies grow. For all of us, it means creating an environment for dialogue (listening, asking questions and respecting answers), having the courage to stand up and speak out and most importantly appreciating one another's fresh perspective and contributions.

Pillars of Our Commitment

- Promote and celebrate diversity among PMI member companies
- Accelerate engagement to drive change
- Invest to bring more value to our member companies

INDEX OF INDUSTRY ACRONYMS

3TG – Tin, Tungsten, Tantalum, Gold (Dodd-Frank Act)

4MS – Four Member States (UK, France, Germany, Netherlands)

ABA – Architectural Barriers Act

AAC – ANSI Accreditation Committee

ACCA – Air Conditioning Contractors of America

ACIA – American Construction Inspectors Association

ADA – Americans with Disabilities Act

ADAAG – Americans with Disabilities Act Accessibility Guidelines

AEESP – Association of Environmental Engineering and Science Professors

AGA – American Gas Association

AHAM – Association of Home Appliance Manufacturers

AHMA – Association of Hardware Manufacturers Association

AIA – American Institute of Architects

ANSI – American National Standards Institute

ARCSA – American Rainwater Catchment System Association

ASA – American Supply Association

ASHRAE – American Society of Heating, Refrigeration and Air-Conditioning Engineers

ASME – American Society of Mechanical Engineers

ASPE – American Society of Plumbing Engineers

ASSE – American Society of Sanitary Engineering

ASTM International – Formerly American Society of Testing and Materials

ARI – Air Conditioning and Refrigeration Institute

AWE – Alliance for Water Efficiency

AWWA – American Water Works Association

BIM – Building Information Modeling

BMA – Bathroom Manufacturers Association

BMS – Building Management System

BOCA – Building Officials and Code Administrators International

BOMA – Building Owners and Managers Association

BSC – California Building Standards Commission

Btu – British thermal unit

C3 – Comprehensive Consensus Code

CACP – Canadian Advisory Council on Plumbing

CBECS – Commercial Building Energy Consumption Survey

CCBFC – Canadian Commission on Building and Fire Codes

CDA – Copper Development Association

CDPH – California Department of Public Health

CEC – California Energy Commission

CEE – Consortium for Energy Efficiency

CEIR – Comité Européen de L'Industrie de La Robinetterie European Valve Association)

cfm – Cubic feet per minute

CFR – Code of Federal Regulations

CIE – Commission Internationale de L'Eclairage (International Commission on Illumination)

CIPH – Canadian Institute of Plumbing and Heating

CISPI – Cast Iron Soil Pipe Institute

CLCA – California Landscape Contractors Association

CSA – Formerly Canadian Standards Association

CSI – Construction Specifications Institute

CUWCC – California Urban Water Conservation Council

DOD – Department of Defense

DOE – Department of Energy

DOJ – Department of Justice

DOT – Department of Transportation

EHS – Environmental Health and Safety

EISA – Energy Independence and Security Act

EMS – Energy Management System

EPA – Environmental Protection Agency

EPAct – Energy Policy Act of 1992

EPD – Environmental Product Declaration

EPR – Extended Producer Responsibility

FHA – Fair Housing Act

FHAG – Fair Housing Accessibility Guidelines

FTC – Federal Trade Commission

GAMA – Gas Appliance Manufacturers Association

GBI – Green Building Initiative

gpf – Gallons per flush

gpm – Gallons per minute

GPMCS – Green Plumbing and Mechanical Code Supplement

GSA – General Services Administration

GWP – Global warming potential

GWW – Global Water Works

HCD – California Department of Housing and

Community Development

HI – Hydraulic Institute

HET – High Efficiency Toilet

HEU – High Efficiency Urinal

HPD – Health Product Declaration

HUD – Housing and Urban Development

HVAC – Heating, ventilation, and air-conditioning

HVAC&R – Heating, ventilation, air-conditioning, and refrigeration

IA – Irrigation Association

IAEI – International Association of Electrical Inspectors

IAHRE – International Association for Hydro-Environment Engineering and Research

IAPMO – International Association of Plumbing and Mechanical Officials

IAPMO ES – IAPMO Evaluation Service

IAPMO R&T – IAPMO Research and Testing

IAPMO T&S – IAPMO Testing and Services

IAS – International Accreditation Service

IAQ – Indoor air quality

IBC – International Building Code

ICBO – International Conference of Building Officials

ICC – International Code Council

ICC ES – International Code Council Evaluation Service

IgCC – International Green Construction Code

IDPH – Illinois Department of Public Health

IEC – International Electrotechnical Commission

IGC – Interim Guide Criteria by IAPMO

IOU – Investor Owned Utilities

I-P – Inch-pound

IPC – International Plumbing Code

IRC – International Residential Code

IRIS – Integrated Risk Information System

IS – Installation Standards by IAPMO

ISO – International Organization of Standardization

IWA – International Water Association

KCMA – Kitchen Cabinet Manufacturers Association

kWh - Kilowatt-hour

L - Liter

LADBS - Los Angeles Department of Building Services

LCA - Life Cycle Assessment

LCCA – Lead Contamination Control Act

LCI – Life Cycle Inventory

LCR – Lead and Copper Rule

LEED – Leadership in Energy and Environmental Design

MaP – Maximum Performance Testing

MAPMO – Minnesota Association of Plumbing and Mechanical Officials

MCAA – Mechanical Contractors Association of America

MCAC – Mechanical Contractors Association of Canada

MSS – Manufacturers Standardization Society of the Valve and Fittings Industry, Inc.

NAA – National Apartment Association

NAECA – National Appliance Energy Conservation Act

NAHB – National Association of Home Builders

NAM – National Association of Manufacturers

NCHI – National Council of the Housing Industry

(Division of NAHB)

NCSBCS – National Conference of States on Building Codes and Standards

NES – National Evaluation Service

NFPA – National Fire Protection Association

NIBS – National Institute of Building Sciences

NIST – National Institute of Standards and Technology

NKBA – National Kitchen and Bath Association

NMHC – National Multi Housing Council

NMHCSS – National Manufactured Housing Construction and Safety Standards

NOI – Notice of Intent

NPC – National Plumbing Code

NPCC – National Plumbing Code of Canada

NPGA – National Propane Gas Association

NRC – National Research Council Canada

NRDC – Natural Resources Defense Council

NSF International – Formerly National Sanitation Foundation

NSC – National Safety Council

NSPC – National Standard Plumbing Code

NTTA – National Technology Transfer and Advancement Act

OMB – Office of Management and Budget

OSHA – Occupational Safety and Health Administration

PBV – Pressure balancing valve

PCR – Product Category Rules

PDI – Plumbing Drainage Institute

PEL – Permissible exposure limits

PERC – Plumbing Efficiency Research Coalition

PEX – Cross-linked Polyethylene

PHCC – Plumbing-Heating-Cooling Contractors-National Association

PIAC – Plumbing Industry Advisory Council

PILC – Plumbing Industry Leadership Coalition

PMI – Plumbing Manufacturers International

PPIG – Plumbing Products International Group

PPFA – Plastic Pipe and Fittings Association

ppb – Parts per billion

ppm – Parts per million

PRO – Producer Responsibility Organization

PS – Property Standards by IAPMO

RBQ – Régie du bâtiment du Québec (Building Code Board)

RPA – Radiant Panel Association

rpm – Revolutions per minute

RSES – Refrigeration Service Engineers Society

SBCCI – Southern Building Code Congress International

SCAQMD – South Coast Air Quality Management District

SCBPS – Standing Committee on Building and Plumbing Services

SCC – Standards Council of Canada

SDO – Standards Development Organization

SDWA – Safe Drinking Water Act

SME – Subject matter expert

SPC – Standard Plumbing Code

TCEQ – Texas Commission on Environmental Quality (formerly TNRCC)

TIL – Technical Information Letter (CSA)

TXV – Thermal Expansion Valve

UA – Union Association of Plumbers and Pipefitters

UCA – Universal Conformity Assessment

UFC – Uniform Fire Code

UL – Underwriters Laboratories

UMC – Uniform Mechanical Code

UPC – Uniform Plumbing Code

USC – United States Code

USDA – United States Department of Agriculture

USDOE – United States Department of Energy

USEPA – United States Environmental Protection Agency

USFEMA – United States Federal Emergency Management Agency

USGBC – U.S. Green Building Council

USGSA – United States General Services Administration

UUT – Unit under test

VDMA – German Valve Association

VOC – Volatile organic compound

VoW – Value of Water Coalition

WE-Stand – IAPMO's Water Efficiency and Sanitation Standard

WEF – Water Environment Foundation

WERF – Water Environment Research Foundation

WFCA – Western Fire Chiefs Association

WPC – World Plumbing Council

WQA – Water Quality Association

WRAS – Water Regulations Advisory Scheme

AGENDA | 1.0 KEYNOTE ADDRESS: BRETT CULP

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 9:00 AM – 10:15 AM
ROOM: CRYSTAL ROOM

Time			
9:00 AM	1.1	Call to Order and Opening Remarks/Antitrust Compliance Statement	Wise
		Meeting attendees are reminded of the PMI Antitrust Compliance Policy. Adherence to the PMI Antitrust Compliance Policy is mandatory. Review of the PMI Antitrust Compliance Policy can be found online here .	
	1.2	Introduction	Wise
	1.3	Keynote address: Superhero Leadership in Uncertain Times and Instant Storytelling! Brett Culp , founder of the Rising Heroes Project	Culp
10:05 AM	1.4	Questions and Answers	Culp
10:15 AM	1.5	Summary and Close	Culp

AGENDA | 2.0 NAVIGATING THE FUTURE OF WATER IN MANUFACTURING

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 10:30 AM – 11:20 AM
ROOM: CRYSTAL ROOM

Time			
10:30 AM	2.1	Introduction	Looby
	2.2	Navigating the Future of Water in Manufacturing	
		Moderated By: Caitlin Looby , Reporter, Milwaukee Journal Sentinel	
		• Joel Brammeier, president and chief executive officer, Alliance for the Great Lakes • Alaina Harkness, chief executive officer, Current	
11:10 AM	2.3	Questions and Answers	Brammeier/ Harkness
11:20 AM	2.4	Summary and Close	Looby

AGENDA | 3.0 LISA RAGAIN

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 11:20 AM – 12:00 PM
ROOM: CRYSTAL ROOM

Time			
11:20 AM	3.1	Introduction	
	3.2	Building Water Systems: The Link to Wholistic Water Resilience Lisa Ragain , principal water resources partner, Metropolitan Washington Council of Governments	Ragain
11:50 AM	3.3	Questions and Answers	Ragain
12:00 PM	3.4	Summary and Close	Ragain

AGENDA | 4.0 BROOKS ALLEN

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 1:00 PM – 1:45 PM
ROOM: CRYSTAL ROOM

Time			
1:00 PM	4.1	Introduction	
	4.2	Tariff Trends and Trade Tactics Brooks Allen , partner, national security, CFIUS; international trade, Skadden, Arps, Slate, Meagher & Flom LLP	Allen
1:35 PM	4.3	Questions and Answers	Allen
1:45 PM	4.4	Summary and Close	Allen

AGENDA | 5.0 JOSEPH QUINNAN

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 1:45 PM – 2:20 PM
ROOM: CRYSTAL ROOM

Time			
1:45 PM	5.1	Introduction	
	5.2	PFAS – State of Practice for Management and Treatment	Quinnan
		Joseph Quinnan, senior vice president and director of emerging contaminants, Arcadis	
2:10 PM	5.3	Questions and Answers	Quinnan
2:20 PM	5.4	Summary and Close	Quinnan

AGENDA | 6.0 LAUREN SAIDEL-BAKER

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 2:20 PM – 3:20 PM
ROOM: CRYSTAL ROOM

Time			
2:20 PM	6.1	Introduction	
	6.2	PMI Market Outlook LIVE: Gearing Up for 2026 Lauren Saidel-Baker , economist and senior consulting speaker, ITR Economics	Saidel-Baker
3:10 PM	6.3	Questions and Answers	Saidel-Baker
3:20 PM	6.4	Summary and Close	Saidel-Baker

AGENDA | 7.0 Nick McCreary

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 3:40 PM – 4:20 PM
ROOM: CRYSTAL ROOM

Time			
3:40 PM	7.1	Introduction	
	7.2	Preparing for California’s New Climate Disclosure Requirements: SB 253 & SB 261 Nick McCreary, Senior Vice President, Sustainability, KERAMIDA	McCreary
	7.3	Questions and Answers	McCreary
4:20 PM	7.4	Summary and Close	McCreary

AGENDA | 8.0 JUSTIN BROWN

DATE: TUESDAY, NOVEMBER 4, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 4:20 PM – 5:00 PM
ROOM: CRYSTAL ROOM

Time			
4:20 PM	8.1	Introduction	
	8.2	Deep Tunnels, Backwards Rivers and Electrofishing: Chicago's Water Infrastructure Justin Brown , senior public affairs specialist, Metropolitan Water Reclamation District of Greater Chicago	Brown
4:50 PM	8.3	Questions and Answers	Brown
5:00 PM	8.4	Summary and Close	Brown

AGENDA | 1.0 INDUSTRY LEADERSHIP PANEL DISCUSSION

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 9:00 AM – 10:00 AM
ROOM: CRYSTAL ROOM

Time

9:00 AM	1.1	Call to Order and Opening Remarks/Antitrust Compliance Statement	Wise
		Meeting attendees are reminded of the PMI Antitrust Compliance Policy. Adherence to the PMI Antitrust Compliance Policy is mandatory. Review of the PMI Antitrust Compliance Policy can be found online here .	
	1.2	Introduction	Paxton
	1.3	Industry Executive Panel Discussion	
		Moderated By: Shelley Paxton , chief soul officer, Soulbbatical	
		• Erin Beyer, senior vice president, product, Delta Faucet Company • Bob Downie, president and chief executive officer, Duravit America • Carmen Fiordiroso, president, GERBER • Shawn Oldenhoff, senior vice president-category management, kitchen & bath North America, Kohler	
9:50 AM	1.4	Questions and Answers	ALL
10:00 AM	1.5	Summary and Close	Paxton

AGENDA | 2.0 ADVOCACY AND GOVERNMENT AFFAIRS UPDATE

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 10:00 AM – 10:30 AM
ROOM: CRYSTAL ROOM

Time			
10:00 AM	2.1	Introduction	
	2.2	Advocacy and Government Affairs Update	Desmond/ Salmon
		• Jerry Desmond, PMI government affairs consultant (California), Desmond & Desmond LLC • Stephanie Salmon, PMI government affairs consultant (Washington D.C.), Potomac Government Relations LLC	
10:20 AM	2.3	Questions and Answers	Desmond/ Salmon
10:30 AM	2.4	Summary and Close	Desmond/ Salmon

AGENDA | 3.0 THOMAS KURFESS

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 10:45 AM – 11:45 AM
ROOM: CRYSTAL ROOM

Time			
10:45 AM	3.1	Introduction	
	3.2	Present and Future Implications of AI in Advanced Manufacturing Thomas Kurfess , regents' professor and chief manufacturing officer, Georgia Institute of Technology; chief technology officer, National Center for Manufacturing Sciences	Kurfess
11:35 AM	3.3	Questions and Answers	Kurfess
11:45 AM	3.4	Summary and Close	Kurfess

AGENDA | 4.0 ROB KEITH

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 11:45 AM – 12:15 PM
ROOM: CRYSTAL ROOM

Time			
11:45 AM	4.1	Introduction	
	4.2	Packaging Policy Landscape	Keith
		Rob Keith, membership & policy director, AMERIPEN	
12:15 PM	4.3	Summary and Close (Combined Q&A to follow EPR Compliance Updates)	Keith

AGENDA | 5.0 KARL HEISLER AND LOWELL HUFFMAN

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 1:15 PM – 2:00 PM
ROOM: CRYSTAL ROOM

Time			
1:15 PM	5.1	Introduction	
	5.2	EPR Compliance Updates	Heisler/ Huffman
		• Karl Heisler, partner, King and Spalding • Lowell Huffman, director – channel partnerships, rePurpose Global	
2:00 PM	5.3	Summary and Close (Q&A to follow and include Rob Keith)	Heisler/ Huffman

AGENDA | 6.0 EPR Q&A SESSION

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 2:00 PM – 2:20 PM
ROOM: CRYSTAL ROOM

Time			
2:00 PM	6.1	Introduction	Windrum
	6.2	EPR Q&A Session	ALL
	Moderated By: Matthew Windrum , director of state government affairs, policy and advocacy, PMI		
		• Karl Heisler, partner, King and Spalding • Lowell Huffman, director – channel partnerships, rePurpose Global • Rob Keith, membership & policy director, AMERIPEN	
2:20 PM	6.3	Summary and Close	Windrum

AGENDA | 7.0 LARRY ROSENBERG

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 2:20 PM – 3:00 PM
ROOM: CRYSTAL ROOM

Time			
2:20 PM	7.1	Introduction	
	7.2	Counterfeit and Contraband Products Update Larry Rosenberg , partner, Jones Day	Rosenberg
2:50 PM	7.3	Questions and Answers	Rosenberg
3:00 PM	7.4	Summary and Close	Rosenberg

AGENDA | 8.0 71ST ANNUAL MEETING OF THE MEMBERSHIP

DATE: WEDNESDAY, NOVEMBER 5, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 3:30 PM – 5:00 PM
ROOM: CRYSTAL BALLROOM

Time			
3:30 PM	8.1	Call to Order/Antitrust Compliance Statement Meeting attendees are reminded of the PMI Antitrust Compliance Policy. Adherence to the PMI Antitrust Compliance Policy is mandatory. Review of the PMI Antitrust Compliance Policy can be found online here .	Stackpole/ Taylor
3:35 PM	8.2	Opening Remarks	Wise
3:50 PM	8.3	Report of the Secretary-Treasurer	Lampen
	8.3.1	Review and approval of the November 6, 2024, 70 th Annual Meeting of the Membership Minutes (See Attachment)	
	8.3.2	Treasurer's Report – FY 2025	
	8.3.3	Financial Report	
	8.3.4	Review and approval of PMI's 2026 Dues Structure	
4:05 PM	8.4	President's Report	Wise
	8.4.1	Members of the Strategic Advisory Council	
	8.4.2	Recognition of the 2025 Committee Co-Chairs	
	8.4.3	The President's Award	
	8.4.4	2025 President's Report	
4:20 PM	8.5	State of the Association Report	Stackpole
	8.5.1	Association Update 2025	
	8.5.2	2025 Ambassador of the Year Award	
4:35 PM	8.6	Election of 2026 Slate of Officers and Directors – At- Large	Way
	8.6.1	Presentation of the 2026 Slate of Officers and Directors-At-Large	
4:45 PM	8.7	Remarks of the 2026 President-Elect	Neff
	8.7.1	Remarks of the 2026 President-Elect	

8.7.2 Announcement of PMI26

4:55 PM 8.8 World Vision Hygiene Kit Building

Laverty

5:00 PM 8.9 Summary and Adjournment

Wise

AGENDA | 1.0 JENN KOVACS

DATE: THURSDAY, NOVEMBER 6, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 9:00 AM – 9:40 AM
ROOM: CRYSTAL ROOM

Time			
9:00 AM	1.1	Call to Order and Opening Remarks/Antitrust Compliance Statement	Wise
		Meeting attendees are reminded of the PMI Antitrust Compliance Policy. Adherence to the PMI Antitrust Compliance Policy is mandatory. Review of the PMI Antitrust Compliance Policy can be found online here .	
	1.2	Introduction	
	1.3	I am Woman, Watch me Build!	Kovacs
		Jenn Kovacs , senior director, community impact, MiTek; executive board member and treasurer, She Built Foundation	
9:30 AM	1.4	Questions and Answers	Kovacs
9:40 AM	1.5	Summary and Close	Kovacs

AGENDA | 2.0 JASON HODELL

DATE: THURSDAY, NOVEMBER 6, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 9:40 AM – 10:20 AM
ROOM: CRYSTAL ROOM

Time			
9:40 AM	2.1	Introduction	
	2.2	Strategic Benefits of Build America Buy America (BABA) Certification Jason Hodell , partner, industrial and consumer goods segment leader, Cherry Bekaert Advisory LLC	Hodell
10:10 AM	2.3	Questions and Answers	Hodell
10:20 AM	2.4	Summary and Close	Hodell

AGENDA | 3.0 JENNIFER WAINWRIGHT

DATE: THURSDAY, NOVEMBER 6, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 10:20 AM – 11:00 AM
ROOM: CRYSTAL ROOM

Time			
10:20 AM	3.1	Introduction	
	3.2	FCC Equipment Authorization: What Manufacturers Need to Know Jennifer Wainwright , senior associate, Kelley Drye & Warren LLP	Wainwright
10:50 AM	3.3	Questions and Answers	Wainwright
11:00 AM	3.4	Summary and Close	Wainwright

AGENDA | 4.0 INDUSTRY ROUNDTABLE DISCUSSION

DATE: THURSDAY, NOVEMBER 6, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 11:00 AM – 11:40 AM
ROOM: CRYSTAL ROOM

Time			
11:00 AM	4.1	Introduction	Wise
	4.2	Industry Roundtable Discussion	ALL
11:30 AM	4.3	Questions and Answers	Wise
11:40 AM	4.4	Summary and Close	Wise



November 6, 2025
11:40 am CT

AGENDA | 5.0 CLOSING CEREMONY

DATE: THURSDAY, NOVEMBER 6, 2025
PLACE: FAIRMONT HOTEL, CHICAGO, ILLINOIS

TIME: 11:40 AM – 12:00 PM
ROOM: CRYSTAL ROOM

Time		
11:40 AM	PMI25 Closing Ceremony	Wise
12:00 PM	Close	Wise

SPEAKER INFORMATION

Brooks Allen

Partner, National Security; CFIUS; International Trade
Skadden, Arps, Slate, Meagher & Flom LLP
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brooks.allen@skadden.com

Brooks Allen is partner and lead coordinator of the international trade practice for Skadden, Arps, Slate, Meagher & Flom LLP. He focuses his practice on reviews by the Committee on Foreign Investment in the United States (CFIUS) and international trade issues including trade policy, customs, trade remedy, and export control issues.

Within CFIUS, Allen has served as lead counsel for the United States Trade Representative and participated in deliberations and decision-making in hundreds of cases. He also represented USTR in drafting regulations implementing the Foreign Investment Risk Review Modernization Act of 2018, which transformed CFIUS's procedures and mandate. Allen has been recognized by the Legal 500 as a key lawyer focusing on CFIUS and international trade issues.

He helps clients navigate supply chain challenges, focusing on the potential impact of tariffs, export controls, customs requirements, and rules to eradicate forced labor in supply chains. He also helps clients assess and develop compliance policies and infrastructure.

Allen advises on the interpretation and application of the Export Administration Regulations and International Traffic in Arms Regulations. He also advises on the application of various "Buy American" domestic content requirements and related government contracts issues.

Allen advises companies on how international trade and investment agreements impact their businesses and helps them leverage opportunities presented by these agreements. He also helps companies identify market access barriers — including tariff and nontariff barriers — and develops strategies to overcome them.

He has gained extensive experience in international dispute resolution, representing governments and stakeholders in disputes before the World Trade Organization and acting as counsel for clients in complex, high-stakes international arbitration matters.

Allen previously served as assistant general counsel for the USTR, where he helped develop written submissions on behalf of the U.S. government in investment treaty disputes. He is one of the few practitioners experienced in both negotiating investment

treaty provisions and acting as counsel in disputes arising under such treaties. Allen helped advise and prepare “amicus curiae” briefs on behalf of the U.S. in cases arising out of these statutes and counseled on cases involving the interpretation of U.S. treaties and international law before the U.S. Supreme Court and U.S. courts of appeals. He practiced with other prominent law firms, including a firm in Geneva, Switzerland, for seven years.

He has represented clients in the enforcement of arbitral awards and execution and attachments proceedings in Swiss and U.S. courts. Allen has litigated disputes in U.S. courts involving the Alien Tort Claims Act, Foreign Sovereign Immunities Act, and Federal Arbitration Act, and in complex, multijurisdictional litigation matters.

SPEAKER INFORMATION

Erin Beyer

Senior Vice President, Product
Delta Faucet Company
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As senior vice president of product for Delta Faucet Company, Erin Beyer has a mission to advance the company's position as a branded product leader. She drives Delta Faucet's product vision, strategy, and development of critical capabilities, and leads the product and engineering teams responsible for new product development—from initial concept to multi-channel launch.

Beyer rejoined Delta Faucet from Masco Corporation, where she served as vice president of corporate strategic development. In this role, she was responsible for managing the long-range planning process, partnering with corporate development to create inorganic growth strategies, and evaluating growth opportunities, as well as facilitating cross-business unit collaboration.

Previously, she served in a variety of roles at Delta Faucet, including vice president, information services, where she was responsible for creating and implementing the long-term information services roadmap.

Beyer earned a bachelor's degree in finance, accounting and international business from Indiana University, and a Master of Business Administration from the University of Michigan.

SPEAKER INFORMATION

Joel Brammeier

President and Chief Executive Officer

Alliance for the Great Lakes

Phone: 312-445-9727

jbrammeier@greatlakes.org

As president and chief executive officer of the Alliance for the Great Lakes, Joel Brammeier oversees all aspects of the organization. He leads a team of professionals across five locations, along with a base of more than 10,000 volunteers in the region dedicated to protecting clean water and building a sustainable future for the Great Lakes.

Since joining the alliance in 2001, Brammeier has become a leading voice on invasive species prevention and water protection across the Great Lakes region. He has testified before Congress and advises decision makers on critical Great Lakes issues.

Since becoming president and chief executive officer in 2010, Brammeier has overseen the longest period of sustained growth in the organization's history, doubling the size of its full-time staff and increasing assets to more than \$10 million.

He believes that the abundance of fresh water makes the Great Lakes region like nowhere else in the world, and that everyone in the region should benefit from the invaluable freshwater assets. He has committed to building a Great Lakes movement that reflects the people of the region and can ensure the lakes are clean and safe for everyone who depends on them.

SPEAKER INFORMATION

Justin Brown

Senior Public Affairs Specialist
Metropolitan Water Reclamation District of Greater Chicago
Phone: 773-820-0102
brownj@mwr.org

Justin Brown is a senior public affairs specialist at the Metropolitan Water Reclamation District of Greater Chicago (MWRD). As supervisor of the graphics unit, he oversees the production of visual materials and branding.

He has more than 18 years of experience and specializes in simplifying complex technical subjects for general audiences, using his expertise in video production and editing, information graphics, and community engagement. This includes delivering virtual and in-person presentations about the MWRD's work and areas of responsibility.

Brown's recent projects involve overseeing a complete overhaul of the MWRD website and developing a comprehensive virtual tour of MWRD facilities and areas of responsibility. His roles as photographer, drone pilot, and outreach professional allow Brown to travel the MWRD's 883-square-mile service area, which provides him with a broad understanding of the agency and the communities it serves.

He earned a degree in visual communication from the School of the Art Institute of Chicago and is a Federal Aviation Administration-certified drone pilot.

SPEAKER INFORMATION

Brett Culp

Founder

The Rising Heroes Project

Phone: 703-516-4000

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An award-winning documentary filmmaker and founder of the not-for-profit, The Rising Heroes Project, Brett Culp passionately encourages people to find their superhero within and their path to “everyday leadership.” His work focuses on inspiring people to engage in a passionate, meaningful mission that leaves a positive impact on the world and brings out the heroic spirit in everyone.

He is known for the films “Legends of the Knight” and “Look to the Sky,” which explore the power of heroic individuals and stories to inspire people to believe in a better tomorrow. Culp's newest film, “A Voice That Carries,” follows the relationships between fathers and daughters. His films are featured on Netflix, iTunes, Hulu, and other top digital platforms.

Through his groundbreaking non-profit documentary work, Culp has pioneered the art of creating “mini-movements” that inspire the super-human spirit in us all. His unique approach to community-building and relationship-driven engagement invites people to connect with a noble vision and make a difference together.

Culp’s insights into connecting individuals to an organization's mission and goals resonate, help us realize our greatest personal and business potential, and renew our collective sense of hope for the future and belief that our efforts can make an impact.

SPEAKER INFORMATION

Jerry Desmond

Plumbing Manufacturers International (PMI) Government Relations Consultant
California Office

Desmond & Desmond LLC

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Jerry Desmond, a legislative advocate and lawyer, has served as PMI's California government relations consultant since 2006. He engages with the state government's legislative and executive branches, advocating PMI's positions and interests on legislation and regulations.

His firm, Desmond & Desmond LLC, represents the interests of trade associations, businesses and public entities throughout California. Desmond has earned the respect and relationships that bring success in the Capitol through his in-depth knowledge of clients' interests, his legal and advocacy skills concerning laws and legislation related to his clients' issues, and his strategic advice and professional manner.

He provides comprehensive governmental advocacy services, including analyzing legislation and regulations and developing legislative and public policy solutions to best serve clients' interests. He represents his clients in hearings and meetings with the governor's office, the legislature and their staff, state agencies, boards, commissions, and legislative bodies.

In addition to lobbying, Desmond has significant expertise in political and nonprofit law. He has addressed numerous professional associations and public entities on California politics, laws and legislation.

He joined the firm in 1982 upon earning his law degree from the University of the Pacific, McGeorge School of Law. Desmond became a legislative advocate in 1985. He is a member of the State Bar of California and the Institute of Governmental Advocates.

SPEAKER INFORMATION

Robert (Bob) Downie

President and CEO

Duravit Americas

Phone: 630-450-3929

bob.downie@us.duravit.com

Bob Downie serves as president and chief executive officer of Duravit Americas, where he plays a crucial role in shaping both long- and short-term growth strategies. He focuses on motivating and developing the Duravit team, developing the route-to-market strategy, transforming the brand and culture, and ensuring the company's financial health.

He is recognized for fostering a culture of collaboration, innovation and excellence. Downie employs visionary thinking to identify and swiftly adapt to market and industry trends, ensuring success for leading consumer and building product customers across all channels, including Ferguson, Lowe's, Home Depot, Walmart, Wayfair, and Amazon.

Downie is an award-winning, seasoned global C-level executive leader with expertise in designing, implementing and leading organizational transformation and growth; driving improved culture of sales planning, execution and continuous improvement; streamlining and optimizing organizational structures, go-to-market philosophies, and operations; and building, coaching and mobilizing high-performing and energized teams

Previously, Downie served as senior vice president of sales and vice president of commercial/project sales and operations at LIXIL, where he ignited revenue growth and spearheaded the development of the sales and route-to-market strategy.

Downie was formerly the senior leader for national sales and key accounts at Delta Faucet Company and served in other key strategic-focused roles. He played a pivotal role in pioneering and executing a comprehensive growth strategy that revitalized underperforming markets. Additionally, he championed key customer and brand initiatives, including developing and launching the company's first flagship brand showroom.

Respected by industry peers and team members, Downie has been featured in multiple industry-related articles. He attributes his ongoing success to his team members and his 25 years of dedicated focus on continuous improvement.

He is a member of the Plumbing Manufacturers International Strategic Advisory Council. Downie earned a Master of Business Administration and a Bachelor of Arts in communications.

SPEAKER INFORMATION

Carmen Fiordirosa

President

GERBER

Phone: 331-625-9832

carmen.fiordirosa@globeunion.com

Carmen Fiordirosa serves as president of GERBER, where she leads the strategy and growth of the company's iconic Gerber brand. Since joining the company in 2021, she has advanced a unified brand vision and strengthened the company's market presence across North America.

With more than 20 years of experience in global consumer brands, including the automotive aftermarket, Fiordirosa has built a track record of driving growth, building high-performing teams, and leading organizations through transformation.

Her leadership is defined by humility, accountability, and a commitment to developing people. She believes in challenging teams to reach their full potential while providing the clarity, coaching, and support needed to succeed.

SPEAKER INFORMATION

Alaina Harkness

Chief Executive Officer

Current

Phone: 312-680-0282

aharkness@currentwater.org

Alaina Harkness, chief executive officer of Current, the Chicago-based water innovation hub, is also CEO of the Great Lakes Water Innovation Engine (Great Lakes ReNEW). She leads a team that grows a circular blue economy, accelerates innovation, and solves pressing water challenges.

During her tenure, Current launched the first blue economy blueprint in the Great Lakes region, drawn in more than \$50 million in investments to build the blue economy, launched the first real-time water quality monitoring tool for the Chicago River, and supported the commercialization of dozens of water startups. In January 2024, the National Science Foundation awarded Great Lakes ReNew up to \$160 million for clean water research, tech commercialization, and workforce development.

Previously, she held impactful roles at the John D. and Catherine D. MacArthur Foundation, Brookings Institution, RW Ventures, and Chicago Community Trust. Harkness has published commentary for the Brookings Institution, Chicago Tribune, New York Times, CityLab, Crain's Chicago Business, and San Francisco Federal Reserve.

Harkness serves on the Illinois Workforce Investment Board and the Illinois Energy Workforce Advisory Council, and as an advisory board member of the Prairie Research Institute. She is a member of the Economic Club of Chicago, a 2022 graduate of the Water Environment Federation's Water Leadership Institute, a Crain's Notable Leader in Sustainability (2024), and a 2014 fellow of Leadership Greater Chicago.

SPEAKER INFORMATION

Karl Heisler

Partner

King & Spalding

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Karl Heisler, partner with King & Spalding, is a nationally recognized environmental lawyer in enforcement defense. He has managed the legal fallout from a wide array of environmental and workplace safety incidents ranging from fires and explosions to pipeline releases and hazardous waste abandonment.

Heisler has more than two decades of experience responding to governmental investigations involving the Clean Air Act, Clean Water Act, Resource Conservation and Recovery Act, Occupational Safety and Health Act, and Comprehensive Environmental Response, Compensation, and Liability Act. He is a prolific speaker on environmental law and incident response.

He is a leading-edge practitioner in extended producer responsibility laws covering paper and plastic packaging and dedicates a significant portion of his practice to environmental transactions. Heisler provides advice and counsel on environmental due diligence and the availability of transactional defenses, and routinely negotiates representations, warranties and indemnifications.

Heisler has earned recognition from Chambers USA, which described him as "exceptionally proactive," with "strategic thinking" and "the ability to understand the complex and translate it" and Legal 500 USA, which characterized him as a "true partner to his clients" and "highly strategic," with a "singular ability to clarify the inordinately opaque and confusing nature of environmental laws for the uninitiated." He has been acknowledged by Lawdragon as a "Leading Environmental Lawyer" and Benchmark Litigation as having an "unparalleled ability to master the facts and an encyclopedic mastery of environmental law."

As a respected thought leader, he is frequently asked to comment, write or speak about environmental enforcement and incident response for publications and organizations including Law360, Thomson Reuters, Resource Recycling, Inc., American Fuel and Petrochemical Manufacturers, American Bar Association, Rocky Mountain Mineral Law Foundation, Association of Corporate Counsel, Lawline, Environmental Law Institute, Practising Law Institute, and American Law Institute.

Topics he has written or spoken about include managing the first 48 hours of an incident, incident response for public information officers, hazardous waste abandonments, hurricane readiness and response, climate risk disclosure,

environmental due diligence, environmental aspects of commercial and real estate transactions, design and implementation of environmental compliance programs, electronic waste regulation, cybersecurity in the energy and transportation sectors, evidence preservation, and government inspection preparation.

Heisler wrote the introductory chapter for "Inside the Minds: Environmental Law Enforcement and Compliance," published by Thomson Reuters/Aspatore, and co-authored the chapter entitled "Environmental Criminal Enforcement: A Primer for the Real Estate Practitioner" in the fifth edition of "Environmental Aspects of Real Estate and Commercial Transactions: Acquisitions, Development, and Liability Management," which is one of the ABA's most widely read publications.

He has assisted with acquisitions and divestitures involving several entities that were investigated by the government for environmental and workplace safety incidents. For over a decade, Heisler has taught the environmental transactions course for the Environmental Law Institute, a leader in non-partisan research and environmental education.

His clients include public and private entities in the energy, chemical manufacturing, construction, and waste management industries, as well as lenders, private equity, and real estate firms with interests in these industries.

SPEAKER INFORMATION

Jason Hodell

Partner, Industrial and Consumer Goods Segment Leader
Cherry Bekaert Advisory LLC
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jason.hodell@cbh.com

Jason Hodell serves as partner and industrial manufacturing and consumer goods leader for Cherry Bekaert Advisory LLC. He helps industrial and consumer goods clients advance their smart manufacturing solutions, onshoring endeavors, and efforts to decarbonize global supply chains and maximize federal and state incentives during strategic planning. With more than 2,500 employees, Cherry Bekaert is a top 15 CPA firm in the United States focused on the middle market.

Previously, Hodell served as chief executive officer of Skullcandy, a global consumer headphone brand named as a "U.S. Best Managed Company" by the Wall Street Journal for the final three years of his tenure. Skullcandy sold approximately 20 million units/year globally, was named the mass-market share leader of North America by Circana in 2021 and was honored as the Walmart Consumer Electronics Supplier of the Year in 2022.

Earlier in his career, Jason was chief finance officer and chief operating officer of Skullcandy and Move Networks (now SlingTV, an Echostar company), and chief financial officer of business operations for Shopzilla (now Connexity, a Taboola company). He began his career at JPMorgan in the mergers and acquisitions advisory technology, media, and telecommunications group. Hodell currently serves on the board of directors of Masterwork Electronics, a California- and Mexico-based electronics manufacturer.

He received his Master of Business Administration in finance from the Wharton School at the University of Pennsylvania, a bachelor's degree from the U.S. Military Academy at West Point, and served as a U.S. Army infantry officer until 1996.

SPEAKER INFORMATION

Lowell Huffman

Director, Channel Partnerships
rePurpose Global

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lowell@repurpose.global

Lowell Huffman, director of channel partnerships at rePurpose Global, is a regulatory and compliance strategist with nearly a decade of experience navigating the intersection of sustainability, public health and policy.

He builds the partnerships engine that helps brands turn complex packaging regulations into sustainability wins. From navigating extended producer responsibility (EPR) compliance to scaling plastic recovery, Huffman works with trade associations, coalitions, and solution providers to make it easier for brands to do the right thing—and get credit for it.

Before joining rePurpose Global, he specialized in drinking water quality and sustainability, delivering more than 500 hours of continuing education unit (CEU)-certified training across 33 states.

A graduate of DePauw University, Huffman brings a field-tested, education-first approach to regulatory engagement. He is focused on demystifying packaging EPR policy in the United States and helping brands turn compliance into a force for good.

SPEAKER INFORMATION

Rob Keith

Membership and Policy Director
American Institute for Packaging and the Environment (AMERIPEN)
Phone: 703-801-9846
robk@ameripen.org

Rob Keith became membership and policy director at the American Institute for Packaging and the Environment (AMERIPEN) in early 2022. He represents AMERIPEN at key industry events and policy forums, strengthening relationships across the packaging value chain and amplifying the association's voice on issues that matter most.

Keith plays a central role in demonstrating the value of membership to prospective members while ensuring that current members receive the support, resources and engagement opportunities they need to thrive.

He has more than a decade of experience in membership and government relations at conservation nonprofits and outdoor industry associations. His background in conservation and sportsman's issues has contributed to his passion for sustainability and a belief that the best way forward lies in the intersection of member needs and effective policy.

SPEAKER INFORMATION

Stephanie Klein

Chief Executive Officer

Mindfire Mastery LLC

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As chief executive officer and founder of [Mindfire Mastery](#), [Stephanie K. Klein](#), empowers leaders to optimize their potential and thrive through change. A sought-after keynote speaker, author, certified executive coach, leadership trainer, educator, and mentor, Klein wrote the book “[Shining Through Disruption: 9 Mindsets for Igniting Growth to Become an Authentic Leader](#),” which was featured in [Forbes](#).

She teaches her widely acclaimed course, [Mindful Leadership](#) (now translated into Spanish and Portuguese), through the University of Chicago's Booth School of Business. In 2022, she was a contributing author to the bestselling anthology, “[Turning Point Moments](#),” which has been featured on NBC, MarketWatch, FOX and CBS.

Klein has empowered thousands of leaders worldwide to achieve greater performance, relationships, and well-being. As a three-time chief marketing officer with three decades of business experience, she understands the challenges and stress of leading through change and uncertainty.

As a survivor of cancer, crises and corporate disruption, Klein's passionate purpose is to empower individuals, teams and organizations to transform obstacles into opportunities—without waiting for the wake-up call. What lights her up is seeing how inner transformation creates positive outer change, with myriad ripple effects in the world.

Klein, a certified professional coach, earned her Master of Business Administration from the University of Chicago Booth School of Business and a bachelor's degree in psychology from Duke University. She is also a graduate of the Players Workshop of the Second City. Based in Chicago, Klein is proud to be the mother of two amazing daughters who light up the world in their unique ways.

SPEAKER INFORMATION

Jenn Kovacs

Senior Director, Community Impact, MiTek
Executive Board Member and Treasurer, She Built Foundation

Phone: 773-619-2907

Jenn.kovacs@mii.com

Jenn Kovacs serves as the senior director of community impact for MiTek, a Berkshire-Hathaway-owned construction technology company that strives to transform communities through more efficient and sustainable building methods. She leads MiTek's community impact strategy and develops strategic partnerships that align with the organization's priority giving areas. Her team works to create a culture of community engagement.

Kovacs also serves as treasurer and an executive board member of the She Built Foundation, a nonprofit organization that strives to create a world where girls are inspired and encouraged to build the world around them.

Before MiTek, she served as the chief development officer of the Mission Continues, a veteran service organization, where she led fundraising efforts and was responsible for ensuring the organization's financial stability and growth. She has also held multiple leadership positions at Feeding America, the nation's largest hunger relief organization.

Kovacs recently earned her Master of Business Administration from Loyola University's Quinlan School of Business and is a Baumhart Scholar, exploring the intersection of profit and purpose.

She is a proud working mom to Cashton and Skylar and loves crossword puzzles, trivia, travel, podcasts, live music, and hosting fabulous parties with her husband, Steve.

SPEAKER INFORMATION

Thomas Kurfess, Ph.D.

Regents Professor and Chief Manufacturing Officer, Georgia Institute of Technology
Chief Technology Officer, National Center for Manufacturing Sciences

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Thomas Kurfess, Ph.D., is chief manufacturing officer and regents professor of mechanical engineering at the Georgia Institute of Technology and executive director of the Georgia Tech Manufacturing Institute. At Georgia Tech, he is the HUSCO/Ramirez distinguished chair in fluid power and motion control. He also serves as the chief technology officer at the National Center for Manufacturing Sciences.

Dr. Kurfess presently serves as an appointed member of the U.S. Department of Energy, National Nuclear Security Administration, Advisory (NNSA) Committee for Nuclear Security, and U.S. Department of the Navy's Science and Technology Board Federal Advisory Committee. His research focuses on the design and development of advanced manufacturing systems targeting secure digital manufacturing, additive and subtractive processes, and large-scale production enterprises.

From 2019-2021, Dr. Kurfess was on leave serving as the chief manufacturing officer and the founding director for the Manufacturing Science Division at Oak Ridge National Laboratory, where he was responsible for strategic planning in advanced manufacturing.

From 2012-2013, he was on leave serving as the assistant director for advanced manufacturing at the Office of Science and Technology Policy in the Executive Office of the President of the United States of America. He was responsible for engaging the federal sector and the greater scientific community to identify possible areas for policy actions related to manufacturing. He was also responsible for coordinating federal advanced manufacturing research and development, addressing issues related to technology commercialization, identifying gaps in current federal research and development in advanced manufacturing, and developing strategies to address these gaps.

Dr. Kurfess served as the president of the American Society of Mechanical Engineers (ASME) in 2023-2024 and was president of the Society of Manufacturing Engineers in 2018. He is an elected member of the National Academy of Engineering and is a fellow of ASME, the American Association for the Advancement of Science, and the Society of Manufacturing Engineers. He received his bachelor's degree, master's degree, and Ph.D. in mechanical engineering from the Massachusetts Institute of Technology (MIT) in 1986, 1987 and 1989, respectively. He also received a master's degree from MIT in electrical engineering and computer science in 1988.

SPEAKER INFORMATION

Caitlin Looby

Great Lakes Reporter
Milwaukee Journal Sentinel
Phone: 414-225-5062
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Caitlin Looby, Great Lakes reporter for the Milwaukee Journal Sentinel, is a scientist turned journalist. She spent more than a decade hiking up mountains in tropical cloud forests to study microbes, soil and climate change.

Before moving to Wisconsin, she taught science communication, developed workshops, and trained scientists on how to engage with the public at the University of Minnesota. As a science writer, she's written for radio, university media, national and local outlets, magazines, and paddling brands.

Looby earned a bachelor's degree in molecular and cellular biology from the University of Connecticut, a master's degree in biotechnology from Kean University, and a doctorate in biology from UC Irvine.

SPEAKER INFORMATION

Nick McCreary

Senior Vice President, Sustainability
KERAMIDA

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Nick McCreary, senior vice president of sustainability at KERAMIDA, where he leads the company's efforts in environmental, social and governance compliance reporting and disclosure programs. He plays a central role in shaping the division's strategic direction, service offerings, and client engagement approach.

He brings deep technical expertise in carbon reduction strategy, including greenhouse gas (GHG) inventories, decarbonization planning, and climate risk analysis. He has led successful projects across manufacturing, infrastructure, government, and apparel sectors, delivering services ranging from Scope 1, 2 and 3 GHG accounting to climate action planning and supply chain engagement.

With more than a decade of experience in sustainability, decarbonization, and climate risk assessment, he has guided clients in preparing reports aligned with California's SB 253 and SB 261 climate law requirements.

Before joining KERAMIDA, McCreary directed sustainability initiatives at Creighton University. He earned a master's degree in sustainability from St. Louis University and a bachelor's degree in earth sciences from DePauw University.

SPEAKER INFORMATION

Shawn Oldenhoff

Senior Vice President of Category Strategy
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Kohler Co.

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Shawn Oldenhoff serves as senior vice president of category strategy, kitchen & bath North America, for Kohler Co. He is responsible for establishing the category strategic direction, driving growth and profitability objectives, and attracting and developing talent for Kohler. Under his leadership, the business has delivered record sales and income, while also growing market share year over year.

Oldenhoff joined Kohler in 1999 as a sales analyst and has served in positions of increasing responsibility, including business director of Kohler brand showering & bathing; vice president of sanitary products; vice president of bathroom fixtures, kitchen & bath Americas; and president of kitchen & bath North America. In each of these areas, he built a track record of robust financial results, increased levels of product innovation and vitality, and strong dynamic teams.

Before joining Kohler, Oldenhoff worked in the financial services industry for Wells Fargo and Prudential Preferred Securities.

He earned a Master of Business Administration from Marquette University and a bachelor's degree in finance and accounting from the University of Wisconsin-La Crosse, where he also played football.

Oldenhoff serves on the Strategic Advisory Council of Plumbing Manufacturers International, whose member companies produce most of the nation's plumbing products.

SPEAKER INFORMATION

Shelley Paxton

Chief Soul Officer

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Shelley Paxton, chief soul officer at Soulbbatical, is a 26-year advertising and marketing veteran whose legacy is imprinted on iconic global brands including McDonald's, Visa and Harley-Davidson. At the pinnacle of her career as chief marketing officer of Harley-Davidson, she was shocked to find herself feeling success-empty instead of success-full. That awakening led her on a profound journey that became her mission, business and bestselling book, "Soulbbatical: A Corporate Rebel's Guide to Finding Your Best Life."

She works with leaders and teams to redefine success and reshape organizational cultures in ways that celebrate humanity, wellbeing and soul. Her influential work is an empowering antidote to corporate burnout, attrition and disengagement. Paxton's work has been recognized on NBC, CBS, Forbes, Inc., and Thrive Global, making her a respected thought leader, advisor, and sought-after keynote speaker who has been called "the next Brené Brown."

Shelley's energizing and actionable keynotes are creating ripples of impact (ROI) in lives, businesses and culture. She's also honored to be an adjunct lecturer at Northwestern University, guest faculty member at Modern Elder Academy, and a longstanding guide for C-suite female executives in chief.

SPEAKER INFORMATION

Joseph Quinnan, PE, PG

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Arcadis

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Joseph Quinnan, senior vice president and director of emerging contaminants at Arcadis, serves as the technical lead of PFAS programs for the United States Department of Defense (DoD) and North American director of emerging contaminants.

He leads the Strategic Environmental Research and Development Program, Environmental Security Technology Certification Program, and Air Force Civil Engineer Center Broad Agency Announcement projects involving PFAS characterization, fate and transport, and soil and groundwater/surface water treatment.

Quinnan currently directs over 50 PFAS remedial investigations for the U.S. Army and Air Force and leads technology evaluations and interim actions for groundwater treatment, surface water treatment, and soil stabilization.

Co-author of the book “Remediation Hydraulics” (CRC Press, 2008), Quinnan has more than 33 years of experience in environmental consulting.

SPEAKER INFORMATION

Lisa Ragain

Principal Water Resources Planner
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Lisa Ragain is principal water resources planner with the Metropolitan Washington Council of Governments, where she coordinates water security, water quality monitoring, and communications for the region's water systems. She also worked on the COVID and Ebola responses, was a member of the Washington Metropolitan Area Transit Authority's Safety with the Fire Chief Committee, and served as a liaison with the Greater Washington Board of Trade and Connected DMV.

Ragain has served on the Environmental Protection Agency's Microbial/Disinfection Byproducts Rule Revisions Working Group and the National Oceanic and Atmospheric Administration's Mid-Atlantic Regional Integrated Sciences and Assessments project on climate change. She has also been a member of the Water Research Foundation's Public Advisory Council and many EPA national drinking water work groups. Ragain has contributed to several peer-reviewed publications and was the primary author of the Centers for Disease Control and Prevention's Drinking Water Advisory Toolbox.

Her previous work at the George Washington University-Milken Institute School of Public Health in the Department of Environmental and Occupational Health focused on infectious disease surveillance, risk management and policy. She also worked on the legislation for the 1996 Safe Drinking Water Act reauthorization while on staff at the National Association for People with AIDS.

SPEAKER INFORMATION

Larry Rosenberg

Partner

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For more than 30 years, Larry Rosenberg, a partner at Jones Day, has tried and arbitrated cases and argued appeals throughout the country. He has served as lead counsel in many U.S. Supreme Court cases as well as counsel in more than 20 appeals in the federal circuit.

His extensive litigation experience spans the areas of intellectual property, antitrust, products liability, international, regulatory, statutory, constitutional, energy, employment, education, and securities. Rosenberg has litigated cases involving almost all federal departments and agencies.

As lead counsel for Lufthansa in several patent infringement actions, he won an appeal in the Ninth Circuit and federal district court in Seattle, Washington, holding Lufthansa's opponent in contempt. He won a landmark District of Columbia Circuit appeal for Boehringer that upheld the attorney-client privilege for communications involving corporate counsel. He also won appeals in the Third and Seventh Circuits in Section 1782 discovery actions for Heraeus Medical. He served as lead counsel for seven airlines in successfully challenging a Federal Aviation Administration rule.

Rosenberg recently argued and won two 9-0 decisions in the U.S. Supreme Court. He also won an arbitration and Ninth Circuit appeal and obtained two anti-suit injunctions for Citigroup against a former bank CEO who had filed claims in Mexico contrary to U.S. law. He acted as lead counsel for Chevron in a breach of contract lawsuit against the government, in which the U.S. Court of Federal Claims awarded Chevron almost \$19 million, including a sanction against the government for bad-faith litigation conduct.

His clients include American Airlines, American Electric Power, Bayer, Boehringer Ingelheim, CBS, Chevron, Citigroup, Cleveland Clinic Foundation, General Electric, Heraeus Medical, IBM, JPMorganChase, Lufthansa, Nokia, Pfizer, Procter & Gamble, Quorum Health, Stanford University, Texas Instruments, Trinity Broadcasting Network, and United Airlines.

Rosenberg directs the Supreme Court Litigation Clinic at the West Virginia University College of Law. He also runs a robust pro bono practice encompassing criminal, immigration, and First Amendment cases.

SPEAKER INFORMATION

Lauren Saidel-Baker

Economist and Senior Consulting Speaker

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Lauren Saidel-Baker, a chartered financial analyst, is a speaker and economist at ITR Economics. She provides consulting services for small businesses, trade associations, and Fortune 500 companies across a spectrum of industries.

Saidel-Baker captivates audiences with her detailed analysis of economic and industry trends. Her ability to make complex topics accessible and engaging is a testament to her profound expertise and communication skills.

She graduated with honors from Wellesley College, double majoring in economics and religion, and earned a Master of Business Administration from Boston University's Questrom School of Business. She is frequently featured in the media, with appearances on CNBC, Reuters, Bloomberg, NPR, and many other [outlets](#).

SPEAKER INFORMATION

Stephanie Salmon

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Stephanie Salmon is president of Potomac Government Relations, a government affairs and public policy firm on Capitol Hill in Washington, D.C. Serving as PMI's Washington representative, she is responsible for promoting the association's legislative agenda and advocacy efforts before Congress, the administration, and key regulatory agencies on a variety of issues involving environment, water, trade, energy, climate, workforce, and tax and appropriations.

With more than 25 years of government relations experience, Salmon has successfully organized and managed dozens of Capitol Hill advocacy days and Washington conferences.

Before launching her business in 2013, she was vice president of government relations at a public relations and government relations firm in Washington, D.C, where she managed government affairs efforts for three manufacturing trade associations and worked on several county government matters.

Salmon is a member of the Association of Women in International Trade, Ripon Society, and Women in Government Relations, and serves on several National Association of Manufacturers' policy committees. She graduated from the American University with a bachelor's degree in international relations, with a concentration in economics and business. A native of Cincinnati, Ohio, she resides in Arlington, Virginia.

SPEAKER INFORMATION

Jennifer Wainwright

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Jennifer Wainwright, senior associate at Kelley Drye & Warren LLP, focuses her practice at the cross-section of communications and privacy. She advises clients on federal and state communications laws and regulations and represents them in proceedings before agencies including the Federal Communications Commission (FCC) and Federal Trade Commission (FTC).

Wainwright guides clients through issues related to compliance with the Telephone Consumer Protection Act (TCPA) and helps them navigate complex questions on consent, disclosures, opt-outs, and how to avoid TCPA violations and liability. She is a thought leader and frequently co-authors blog posts regarding FCC updates and TCPA developments.

As a thought leader, she frequently co-authors blog posts regarding FCC updates and TCPA developments.

Before joining Kelley Drye, Wainwright served as a paralegal for the Division of Marketing Practices in the FTC's Bureau of Consumer Protection.