

Responding to Hard Challenges is in PMI's DNA

By Belinda Wise, PMI Board of Directors President, Neoperl US



Belinda Wise

“Make yourself a person who handles hard well. Not someone who’s waiting for the easy. Because if you have a meaningful pursuit in life, it will never be easy.”

A member of the Duke University video team assigned to women’s basketball captured coach **Kara Lawson** saying these words and posted the video (tinyurl.com/yt26uje) to the team’s social media pages and YouTube. More than a million views later, the video serves as inspiration to people in all walks of life.

As we together experience this time of instability caused by tariffs and other unexpected changes, we must respond as an industry with a flexibility that has been forged by our diverse experience working in international markets. In addition, we have to be careful to not lose sight of all the important things we do, particularly our innovation in support of water efficiency.

My grandmother was born in 1912 and loved to talk about how she rode a horse to school every day. Just as innovations have brought us from riding horses to modern ways of transportation, our industry’s advancements have saved the world trillions of gallons of drinking water.

These innovations have been fostered by fair trade among nations and by the investments Plumbing Manufacturers International member companies have made over a long time period to distribute materials and supplies to manufacturing facilities worldwide. These innovations and investments have resulted in a stable, reliable and flourishing industry.

As our member companies adjust and pivot to the current trade situation, PMI is here to weed through all the noise and direct the efforts that can benefit your company and the industry as a whole. Think of PMI as a large fishing net that gathers the input of all members—large, medium and

small—and presents our common voice at the highest levels of influence. Most recently, PMI has been a moderating voice to the United States Trade Representative, helping to tamp down some of the more harmful proposals relating to trade between the U.S. and China.

Fair trade is what we all hope for and believe in, and all PMI member companies have worked hard to support this. I’m proud to be in an industry in which companies gather data, analyze facts, and consider the implications about where to build a factory or from what supplier they will source materials. Our companies take great care in making these decisions, always mindful of fair trade principles. Our government must understand that we do our due diligence in this respect.

So are things likely to get easier anytime soon? That’s doubtful. But PMI handles hard well. We made it through the COVID pandemic, which resulted in significant changes to the work environment and supply chains in addition to the dangers posed by the virus. We’ve gone through mergers and acquisitions, we’re transitioning toward a new generation of workers who have different values and expectations than those who are retiring, and we’re responding to increasing water shortages with even more Rethink Water innovations.

That’s why it’s a great honor to be the PMI Board of Directors president, to represent my company, Neoperl, and to be a part of this industry that I’ve been in for decades now. Regardless of what happens over the short term, I’m confident our association and members will retain their focus and thrive in the future. We will because responding to hard challenges is in our DNA.

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The Future of Plumbing Fixtures and Fittings

By Kerry Stackpole, FASAE, CAE, PMI CEO/Executive Director



Kerry Stackpole

How often do you use the blank sheet of paper approach to reimagining the future of plumbing fixtures and fittings? I don't mean only slapping on some

tech for the sake of it but really pushing the boundaries of where our world needs to go.

We can all agree global pressure on freshwater resources demands smarter management. Our aging infrastructure largely relies on 19th-20th century designs in a 21st century world. The health and hygiene benefits our industry readily provides every day are a modern marvel. COVID accelerated awareness about pathogen transmission and made handwashing and antimicrobial awareness meaningful activities with plumbing fixtures and fittings on the frontline.

Still, misunderstandings about how plumbing systems work and the extraordinary risks associated with using them incorrectly abound. People expect their environments to adapt to them, not the other way around. They look to industry to deliver solutions to a host of challenges arising in modern and smart living environments. They also expect manufacturers to focus on producing less waste and less water loss in manufacturing and having recycling built into systems in both water and the physical world.

Let's reimagine how to repair leaks, recycle water and more

In re-imagining the world of water, there are a vast array of options to choose from in the decades ahead. Water main breaks and leaks waste between 30-50% of treated water. The World Bank estimates globally around 32 billion cubic meters of treated water is lost annually. In the United States,

the Environmental Protection Agency estimates that 6 billion gallons of treated water are lost every single day to leaks—that's roughly 2.1 trillion gallons per year. Perhaps self-healing materials for pipes and fittings would be a worthy effort. Imagine micro-crack and corrosion detection with self-sealing polymer linings that react to damage before leaks even begin.

We know closed-loop greywater systems are the future. We are going to need faucets, showers, and laundry units that automatically purify and re-feed greywater to appropriate uses without huge retrofits. Would nano-membrane filtration embedded directly into fittings with modular plug-and-play cartridges do the job?

KBIS 2025 showcased the emergence of adaptive flow fittings for faucets, showerheads and taps that dynamically adjust flow rate, spray type, and temperature according to the application at hand—washing vegetables versus washing hands, for instance. The addition of AI to hygiene routines could create “shower signatures” and anticipate preferred pressure and temperature, and cycle automatically. The addition of timed visual cues, such as green to red LEDs on showerheads, illuminating the end to a blissful, spa-like experience could also be a plus.

Have you ever wondered why plumbing pipes are not made of transparent materials? Those of us in the industry have some idea why that might be awful. But wait, what if pipes and key fittings were partially transparent or equipped with embedded sensors to show you flow rates, blockages, or water quality in real time—like a visual health tracker for your plumb-

ing that could be integrated within your home dashboard apps?

Moving water can produce renewable energy

The water-energy nexus is the idea that water and energy are deeply interconnected—you can't use one without relying heavily on the other. What if drain systems embedded with tiny turbines could generate energy from the movement of water and waste?

Municipal wastewater plants are working to become green factories. East Bay Municipal Utility District in California became the first wastewater treatment plant in North America to make its wastewater plant energy self-sufficient. Biodegradable sewage waste, food scraps and grease from local restaurants, and waste streams from wineries and poultry farms are mixed in large tanks and “digested” by microorganisms. The biogas emitted by the microorganisms is captured and used to generate renewable energy to power the wastewater treatment plant.

The plumbing fixtures and fittings world can evolve beyond necessity to desire—making water systems smarter, healthier, more sustainable, and almost alive in how they adapt and protect. The next decade will be about building delight into the delivery of water, not only delivering it.



Bob Downie Brings Viewpoints, Experience to PMI's SAC

By Ray Valek, PMI Communications Team, Valek and Co.

The newest member of Plumbing Manufacturers International's Strategic Advisory Council (SAC), **Bob Downie** said he looks forward to contributing his viewpoints for the benefit of the plumbing manufacturing industry. These viewpoints have been shaped by his engagement over the years with customers, channel partners, distributors, manufacturers, brand and product managers, and more.



Bob Downie

"My engagement and experience in those areas allows me to understand how challenges, and the solutions to them, can be seen from multiple viewpoints," he explained.

The CEO of Duravit America, Downie is responsible for Duravit AG's operations in North, Central and South America. As an executive working within a global company headquartered in Germany, he also can offer wise advice as PMI member companies navigate tariffs and other trade issues. He described the current environment as "difficult. It's navigating a storm," as global companies work to sustain their international footprints.

Free trade requires empathy for each nation's interests

"We need to leverage our assets in each part of the world for component purposes and manufacturing efficiencies," he stated. "It's extremely important that we use countries in each part of the world to create innovations or readily available product instead of causing more challenges for us."

He said he hopes the leaders of the United States, China and other nations will

eventually "take a second to pause, listen, and show some empathy. It's everyone's interest in front of us at the end of the day, not just one's own interest. Fair trade enables each country in the world to be more productive and efficient."

Innovation and progress are driven by talent, and Downie's experience in fostering talent will also be a valuable asset to PMI's SAC. "I'm a big believer of enabling. My job is to enable experience because then we can allow ourselves to promote from within. Throughout my career, I've created opportunities. My enjoyment comes from guiding teams and opening up their thinking and ideation to encourage collaboration. It's okay if your idea isn't always a home run or a complete success. Without starting that process of allowing and enabling ideas, the best ideas don't come to fruition," he emphasized.

He said talent acquisition continues to be challenging, specifically within the building products and construction industry. "From an in-field labor perspective, we've struggled there with not enough labor. But it doesn't take away from what's happened internally from a manufacturer's standpoint," he stated. "The tech bubble is where we lost a lot of talent. And we have a lot of those within the industry that have retired and moved on. So it's been a challenge in each and every role to be honest, in terms of the available talent that's in the market."

Creating appealing workplaces essential to compete for talent

For this reason, Downie said companies must focus on creating appealing workplaces that are attractive to candidates looking for opportunities through which they can pursue goals important to them, whether they be work-life balance, sustainability, water efficiency, climate change mitigation, or something else. He said Duravit AG historically has emphasized the careful use of resources. The company is constructing

a climate-neutral manufacturing plant in Matane, Quebec, Canada. The plant will be powered by nearly 100% renewable energy, primarily hydropower, to produce ceramic sanitary ware. The company aims to significantly reduce CO2 emissions compared to conventional ceramic factories.

Downie spoke to the importance of keeping goals relating to the consumption of resources a priority. "Clean water and sanitation actions, climate actions, the health of our organization and culture, good health and well-being of the employees. All those come together as one. Our company historically has done a good job of always making sure that's front and center in all of our discussions. Sounds easy, but it's not. Sometimes with challenges, those things get put to the side," he explained.

Collaboration the key to the future

Like other PMI member companies, Duravit is looking at future water reuse and waste collection opportunities. "How do we start to work with others in terms of future collaborations? We don't know all the answers today," Downie stated. "But you have to get to the point where whole home systems (in which waste is collected and treated onsite for reuse) are created that allow individual brands or category manufacturers to plug into a single home system platform."

For example, Duravit manufactures toilets, sinks and tubs, but not piping. "You have the rough plumbing side and then the decorative plumbing side," he explained. "When these areas of the product process come together, that's when the whole home solution allows plug and play so to speak. So one works with the other. On your own, it's difficult to create the total solution."

PMI Joins Coalitions On Two California Legislative Issues

By Judy Wohlt, PMI Communications Team, Valek and Co.



Jerry Desmond

Plumbing Manufacturers International recently signed two formal coalition position letters dealing with complicated and precedent-setting issues in California—one involving the implementation of corporate climate disclosure laws and the other opposing a sweeping perfluoroalkyl and polyfluoroalkyl substances (PFAS) bill.

Both issues and more will be covered at the PMI California Legislative Forum and Fly-in, May 12-13 in Sacramento.

Complex lawsuit claims climate emissions reporting violates First Amendment rights

PMI signed a coalition letter with the California Chamber of Commerce (Cal Chamber) and other groups responding to pre-rulemaking questions for California SB 253 and SB 261, which are corporate disclosure laws on greenhouse gas emissions and climate-related financial risks enacted in 2023. Cal Chamber, the U.S. Chamber of Commerce, and others have filed litigation in federal court against the California Air Resources Board (CARB), stating that SB 253 and SB 261 are unconstitutional and unwarranted.

On Feb. 3, the court granted the motion to dismiss claims based on the Supremacy Clause and the state's attempt to exercise jurisdiction outside of its territory, narrowing the case to a First Amendment claim. Describing the litigation as "complex," PMI's California government affairs consultant **Jerry Desmond** said that CARB is moving ahead to put rules in place and has requested public comments on SB 253, SB 261 and SB 219 "to inform implementation." In 2024, SB 219 updated

changes to reporting options, reporting timelines, and fee structures for SB 253 and SB 261.

The coalition letter reiterated what the lawsuit states: "SB 253 and 261 unconstitutionally compel companies to speak on a controversial topic, in clear violation of their First Amendment rights, impermissibly burden interstate commerce, and further violate constitutional and statutory limitations on California's ability to regulate beyond its borders." The letter urged CARB not to implement or enforce the laws and stated that "if CARB takes steps to implement the laws despite their unconstitutionality, CARB should minimize, to the extent possible, the laws' unnecessary costs and risks."

The 16-page letter also requested substantial measures to reduce the negative consequences of implementing the laws. Several of the proposed measures focus on how CARB should track parent company and subsidiary relationships and the type of reporting that would be required, Desmond noted. One measure proposed that CARB try to minimize additional unique reporting systems to "reduce the burden of compliance on companies grappling with reporting requirements either in effect or in development in other jurisdictions."

Another measure suggests that CARB adopt a new definition of "does business in California" that requires, at a minimum, a reporting entity to generate a significant amount of business in the state. Potential metrics should involve revenue, income, number of in-state employees, in-state emissions, and other criteria that indicate a significant and ongoing connection to the state during the ordinary course of the reporting entity's business, the letter said. "CARB should study the issue, propose a significantly higher threshold to be considered an entity that 'does business in California,' and invite public comment on that proposal," the letter noted.

PMI opposes sweeping PFAS bill

PMI has joined a coalition of more than 60 organizations to oppose California SB 682, which proposes to create a sweeping and complex new regulatory program at the Department of Toxic Substances Control (DTSC) to regulate all commercial and consumer products that may contain—as well as any industrial manufacturing processes that may use—PFAS.

Starting on Jan. 1, 2033, the law would prohibit a person from distributing or selling products that contain intentionally added PFAS unless the DTSC determines that the use of PFAS in the product is currently unavoidable, the prohibition is preempted by federal law, or the product is previously used. Proposed by Sen. **Ben Allen**, chair of the California Senate Environmental Quality Committee, the law would also specify the criteria and procedures for determining whether using PFAS in a product is currently unavoidable, and for renewing and revoking that determination.

The letter outlined several concerns about the bill including its "generalized characterization of PFAS chemistries, the significant impact on the diverse array of products, applications, and industries on which California's economy relies, including industries in which both California and the federal government heavily invest and seek to expand, such as clean energy, and a vague DTSC process that provides little regulatory certainty to the business community."

The letter emphasizes how the fate of hundreds of thousands of products and product components manufactured by thousands of companies will be determined by DTSC staff that may or may not have expertise with the chemistry involved, manufacturing processes, product functions, and complicated supply chains that bring these products and product components to California.

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Master Strategic Communication To Engage Employees

By Judy Wohlt, PMI Communications Team, Valek and Co.

Finding—and retaining—skilled employees can be a challenge for many businesses, including plumbing manufacturers.



LeAnne Lagasse

Companies that master strategic communication will successfully sustain employee engagement and retention, human resources consultant **LeAnne Lagasse** told a group of Plumbing Manufacturers International members during a recent PMI Inspiring Leaders Workshop.

“Engaged employees are involved in, committed to, and enthusiastic about their roles and the organization as a whole,” said Lagasse, noting a recent Gallup poll. However, the poll showed that the United States struggles with an employee engagement problem, as only 31% of employees are engaged and one in two employees is open to leaving their organization.

“The answer is strategic communication across the employee lifecycle,” said Lagasse, a keynote speaker and owner of LeAnne Lagasse Coaching and Consulting. The employee lifecycle starts with attracting a candidate to your company, then moves to hiring and onboarding, regular engagement, performance reviews, development, and finally, departure.

Use three ‘communication rhythms’ for the most success

She discussed the “communication rhythms” that yield the most success and make the biggest difference: role and expectations and clarifying conversations, personalized recognition moments, and freely flowing feedback.

Gallup research reports that 50% of employees say they know what is expected

of them at work, and that number drops to 30% in scientific, technical, and computer-related jobs. “Role ambiguity is your organization’s villain,” Lagasse said. Watch for red flags of role ambiguity, such as low ownership and accountability, increased conflict, and decreased productivity and efficiency.

Employee roles and expectations must be clear. She suggested leaders ask themselves the following questions to root out ambiguity: Does everyone on my team understand their role and the roles of their team members? Am I moving the goalpost constantly? Do I intentionally or unintentionally undermine the roles of my team members? Then, have clarifying conversations with your team members and ask: Where is there ambiguity? Where can I add clarity?

Another communication rhythm involves personalized recognition. When employees believe leaders will recognize their contributions, they are almost three times more likely to be highly engaged at work, reported Quantum Workplace’s recent employee performance trends research.

Recognition must be concrete and specific, should be customized to an employee’s talents and strengths, and should align with your company’s vision, mission and values, Legasse said. A good example is saying something like, “Hey, I just need you to know that your ability to synthesize information quickly serves our team so well. Thank you.”

Freely flowing feedback is yet another way to drive employee engagement, she noted. In essence, an organization that values honest, open feedback shared and received across all levels will experience better employee engagement.

When managers provide weekly feedback, employees are more than three times likely to strongly agree that they are motivated to do outstanding work



and almost three times more likely to be engaged at work, according to Gallup research. However, only three in 10 employees strongly agree that their opinions seem to count at work. By moving that ratio to six in 10 employees, organizations could realize a 27% reduction in turnover.

Make sure employees’ opinions count

To ensure employees’ opinions are considered, Lagasse suggested creating multiple upward communication channels and building a continuous listening strategy. “Give context to your decisions, explain reasons for change, and own your mistakes,” she added.

Encourage employees to ask questions and express concerns or disagreements, too, Lagasse stated. Leaders can ask questions such as: What do you see that we don’t? What are we missing? How would this impact you and your team? Who else should we consult?

PMI members can view Legasse’s PMI Inspiring Leaders Workshop slides on “Communication Rhythms that Drive Employee Engagement and Peak Performance” on the PMI webinars and videos webpage under “workforce/professional development” (bit.ly/42DvK4p).

Members Receive Update on FCC's IoT Cybersecurity Program

By Ray Valek, PMI Communications Team, Valek and Co.



Chip Yorkgitis

Chip Yorkgitis, a partner in the communications group with Kelley Drye & Warren, provided an update on the development of the Federal Communications Com-

mission's IoT Cybersecurity Program during a recent Plumbing Manufacturers International webinar.

The voluntary program is a "work in progress," with its development continuing to proceed under the Trump administration and FCC Chairman **Brendan Carr**, Yorkgitis said. "Carr expressed hopes that the program and the obligations under the program would strike the right balance to avoid heavy administrative burdens while creating incentives to participate in the program," he stated. He added that no target date for the program's start has been set.

The program will provide manufacturers of consumer wireless IoT products with the opportunity to apply for and earn the use of the U.S. Cyber Trust Mark for visible display on qualifying products and packaging, Yorkgitis explained. The mark will signify that a specific product has met the FCC's baseline standards for IoT cybersecurity. Also, a product earning the mark will be required to place a scannable QR code that will take the product's owner to a registry having detailed and current security information about the product. Products applying for the mark must undergo testing by a cyberlab accredited to ISO/IEC 17025 standards. Applications from labs wishing to work in this capacity are currently being accepted and reviewed.

Products eligible to participate in the program include wireless consumer IoT products, as well as additional product components provided by the manufac-

turer that are necessary to use the IoT device beyond basic operational features. "The program is also limited to IoT products that intentionally generate and emit RF signals, not those that incidentally do so or unintentionally do so," Yorkgitis said. He added that expansion to other IoT products, such as enterprise or industrial products, is a possibility, but no action to consider that expansion has been made yet.

The mark offers benefits and comes with obligations

Earning the mark will help products gain the trust of potential customers and differentiate them from competitors, thereby increasing marketing and sales opportunities, Yorkgitis said. Best Buy and Amazon have already indicated an interest in promoting products bearing the mark. To reap the benefits of earning the mark, manufacturers will incur compliance costs and the potential for enforcement action in cases of non-compliance, he added.

The use of the mark comes with obligations, Yorkgitis emphasized. "Once you decide to go in with regard to a specific IoT product, it's basically all or nothing. The quid pro quo for using the mark and what it represents is compliance with a variety of obligations."

Yorkgitis urged PMI members to have all marketing claims for products bearing the mark reviewed by competent counsel. "For example, be careful making any comparisons with competitive IoT products that don't have the mark." Because the program is voluntary, "not having a mark doesn't necessarily mean the product is less secure," he explained.

PMI member UL Solutions serves as program's lead administrator

PMI member UL Solutions is the lead administrator of the program and is working with the FCC's Public Safety and Homeland Security Bureau (PSHSB) and a group of cybersecurity



labeling administrators (CLAs) to resolve various issues and develop recommendations for the program. Together, these administrators will review applications to use the mark for ultimate approval by the FCC and be responsible for the day-to-day management of the program, Yorkgitis explained.

The National Institute of Standards and Technology's Core Baseline for Consumer IoT Products (NISTIR 8425) will be the basis for the standards IoT products must meet to participate in the program, he said. The baseline considers product-focused cybersecurity capabilities or outcomes, rather than specific requirements, which NIST asserts provides the flexibility needed due to the diverse marketplace of IoT products. The FCC and NIST concur that the NISTIR 8425 criteria are general guidelines that must be further developed into a requirements document and corresponding testing procedures. As the lead administrator, UL Solutions is undertaking the initial development of these standards and testing procedures, subject to PSHSB review. The first set of lead administrator recommendations regarding standards is due on May 5.

PMI members can listen to this webinar and view presentation slides after log-in at tinyurl.com/bdzkkrvp under Technical/Regulatory.

This article is not intended as legal advice. Companies should seek legal counsel specific to their needs and situation.

Women of PMI Initiative to Honor and Celebrate Members

By Judy Wohlt, PMI Communications Team, Valek and Co.

Plumbing Manufacturers International has created Women of PMI, a new program to celebrate, honor and support women PMI members in the plumbing manufacturing industry. The program will provide valuable networking opportunities, information to help develop career and leadership skills, and a platform to highlight the accomplishments of women PMI members.

Women of PMI will build on the success of the PMI Women's Breakfast held at the annual PMI Manufacturing Success Conference. Over the past two years, the breakfast has brought together many women PMI members to celebrate their contributions and gain insights from featured presenters on building strong networks, supporting each other, and achieving respect and career success while remaining true to personal values.

PMI Director of Programs and Administration **Jodi Stuhrberg** will manage the initiative, working with input from women PMI members who have expressed interest in a women-focused group.

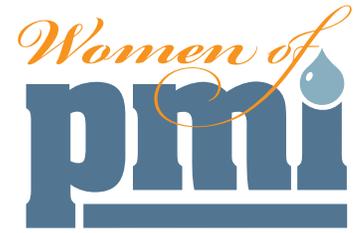
"We're excited to deliver this program to our women members, many of whom have expressed appreciation for our annual women's breakfast and interest in a broader program," Stuhrberg said. "It's another way that PMI celebrates multiple approaches and points of view that drive innovation to help member companies grow."

Get timely career and leadership insights

As part of the inaugural program this year, PMI will host one virtual workshop and one in-person event—the PMI Women's Breakfast—which will be renamed "Women of PMI Breakfast." A page will also be added to the PMI website with information about the program and links to news releases and industry articles that recognize women PMI members.

Those who participate in the program can look forward to great networking opportunities, as well as speakers and topics that will offer timely career and leadership insights, Stuhrberg noted. "We also would like to involve senior women executives from PMI member companies in some way," she added.

When **Denise Dougherty**, global regulatory manager for PMI member Sloan, helped put together the first women's breakfast in 2023, she shared her enthusiasm and support for connecting women PMI members with each other. "I think a more informed group makes for a more powerful and successful group. By bringing women in the plumbing industry together, I hope our message is heard that we need more women to be



involved to get the work done—from the hands that complete installations to those that write the codes and standards," she said. Dougherty also noted how important it is for women to step into leadership roles in the industry.

Stay tuned for more details on the first Women of PMI virtual workshop to take place this summer.



The first PMI Women's Breakfast at PMI23 in Seattle



PMI24 Women's Breakfast attendees in Atlanta

PMI Members: Participate in May Events

May 12-13: Influence Legislative Decisions in Sacramento

Help to shape the future of plumbing manufacturing and water efficiency across California by participating in the consequential PMI California Legislative Forum and Fly-In, May 12-13 in Sacramento. Register: tinyurl.com/mvtzu5ks.



Your voice and expertise matter as the PMI contingent prepares to educate policymakers on crucial issues impacting the plumbing manufacturing industry—legacy product replacement, maximum water closet flow rates, a moratorium on building code changes, recycled water use for flushing, and more. You can expect excellent hosting and preparation from PMI California government affairs consultant **Jerry Desmond** and PMI staff, as well as an agenda full of great meetings and opportunities to meet influential California legislators and regulators.

May 15: How to Gain P&L Proficiency for Non-Financial Managers

On May 15, 1-2 p.m. CT, “Mastering Profitability for the Non-Financial Manager” will guide participants to profit-and-loss statement proficiency. If you wish to learn or fine-tune your working knowledge of a P&L, this opportunity is for you! To be facilitated by **Shannon Jenkins**, this PMI Inspiring Leaders Workshop is open to all employees of PMI member companies. Invite your colleagues to learn how to break down a P&L’s key components and apply practical analytic techniques to drive profitability and growth within your organization. Learn more and register: tinyurl.com/3m8s5b94.



May 21: PMI Market Outlook LIVE: ‘Challenges and Opportunities in 2025-2026-2027’

In 2025 and beyond, business leaders will face a landscape full of both challenges and opportunities. Most economists expect inflation and interest rates to make a comeback. Your company is likely to experience a tightening labor market and rising production costs—from raw materials to electricity—so it’s more crucial than ever to act swiftly and strategically. But how do you navigate these multi-faceted challenges? And how do you position your company for sustained growth?



Join us at this quarter’s PMI Market Outlook LIVE with ITR Economics’ **Connor Lokar**, May 21, 1-2:30 p.m. CT, for a deep dive into these critical questions and more. Register: tinyurl.com/mrfnc4kx.

Calif. Coalitions (Contd.)

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PMI joined other opponents to testify against SB 682 in the bill’s initial hearing on April 2. The measure passed the committee that day on a party-line 5-3 vote, and PMI continues its advocacy efforts.

PMI members can view the PFAS coalition letter (bit.ly/4lvCx7R) and the CARB coalition letter (bit.ly/3Gn91Rt) on the PMI website.

2025 PMI LEADERSHIP

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