

# **p**mi**23** **MANUFACTURING** **SUCCESS**

**PLUMBING MANUFACTURERS INTERNATIONAL CONFERENCE**

**OCTOBER 23 - 26, 2023**

**LOTTE HOTEL, SEATTLE**



# PMI23 CONFERENCE SCHEDULE

## Monday, Oct. 23

- 8:30am-4:30pm PMI Inspiring Leaders Program at the Museum of Flight, led by **Nicole Bianchi**, international speaker, author and award-winning entrepreneur. Discounted bundle registration available to all PMI members. Arrive early and cultivate your creative, leadership and team-building skills!
- Noon-3pm PMI Board of Directors meeting (Invitation only)
- 3pm-4pm PMI Committee Chairs and Board Meeting (Invitation only)
- 3pm-5pm Meeting Registration
- 5:30pm-7pm Welcome Reception for all attendees

## Tuesday, Oct. 24

- 9am-10:15am Keynote address: Limitless, by **Dr. Moogega Cooper**, leader of NASA's Jet Propulsion Laboratory's Planetary Protection Group. "Dr. Moo" will inspire you to pursue your dreams and reach your true personal potential!
- 10:15am-10:30am Break
- 10:30am-11:15am Global Plumbing Industry Roundtable Discussion led by **Kerry Stackpole**, CEO/executive director, Plumbing Manufacturers International, with **Satinder Chera**, CEO, Canadian Institute of Plumbing and Heating; **Tom Reynolds**, CEO, Bathroom Manufacturers Association; **Billy Smith**, CEO/executive director, American Society of Plumbing Engineers; and **Ralph Suppa**, senior advisor to the CEO, Canadian Institute of Plumbing and Heating
- 11:15am-Noon How Manufacturers and Water Utilities Can be Effective Partners with **Kelly O'Rourke**, water conservation manager at Seattle Public Utilities
- Noon-1:15pm Lunch
- 1:15pm-2pm Sharing What We Know about PFAS: Who Knows What We Will Know Next Year? with **Larry Gottlieb**, president of ResinTech, Inc.
- 2pm-2:45pm Key Water Quality Developments Coming Down the Pipe with **Erika Spanton**, principal, Beveridge & Diamond PC
- 2:45pm-3pm Break
- 3pm-3:45pm Opportunities to Achieve Environmental Commitments with Extended Producer Responsibility with **McKenna Morigan**, strategic advisor, waste prevention and product stewardship, Seattle Public Utilities; and **Dr. Adrian Tan**, policy and market development manager, King County Solid Waste Division
- 3:45pm-4:30pm Packaging Extended Producer Responsibility has arrived in the U.S. - Now What? with **Dan Felton**, executive director of the American Institute for Packaging and the Environment

- 4:30pm-5pm What's New at WaterSense with **Stephanie Tanner**, lead engineer, WaterSense Program, Office of Wastewater Management, U.S. Environmental Protection Agency
- 6pm-8pm Lotte Halo Bar Reception and Dinner

## Wednesday, Oct. 25

- 7:30am-8:30am PMI Women's Breakfast, Essential Empowerment Curriculum for Women, featuring **Andrea Quinn**, certified life and business coach, empowerment specialist, speaker, and international best-selling author. Learn how to achieve respect and success while remaining true to yourself!
- 9am-10am Keynote address: Tools to Reinvent Yourself in the New World of Business, by **Andrea Quinn**
- 10am-10:15am Break
- 10:15am-11:15am Pipeline of Data: Artificial Intelligence Benefits and Risks with **Whitney McCollum**, partner, K&L Gates LLP
- 11:15am-Noon Industry & Trade Talk - The View from D.C. with **Gary Stanley**, director, Office of Critical Minerals and Metals, U.S. Department of Commerce
- Noon-1:15pm Lunch
- 1:15pm-2:30pm Closing the Skilled Labor Gap Panel moderated by **Anna Liotta**, founder of The Generational Institute, and featuring **Ryan Davis**, executive director, Seattle Jobs Initiative; **Shana Peschek**, executive director, Machinists Institute; **Kairie Pierce**, lead workforce development director at the Washington State Labor Council, AFL-CIO; and **Heather Winfrey**, assistant training coordinator, Seattle Area Pipe Trades Apprenticeship
- 2:30pm-3:30pm Piercing Through the Noise with **Taylor St. Germain**, speaker and senior forecaster, ITR Economics
- 3:30pm-3:45pm Break
- 3:45pm-5pm 69th Annual Meeting of the Membership (Members and Invitation Only)
- 6pm-8pm PMI23 Reception and Dinner at Charlotte Restaurant

## Thursday, Oct. 26

- 9am-9:45am Bullitt Center: The Greenest Commercial Building in the World: Water with **Luke Hendricks**, associate plumbing engineer, PAE; and **Dylan Herndon**, water treatment specialist at Northwest Engineers, LLC
- 9:45am-10:30am The Economic Impact of Plumbing Manufacturing with **Dr. Michael Flaherty**, visiting assistant professor, Trinity College, and consulting economist, John Dunham & Associates
- 10:30am-11:30am Advocacy and Government Affairs Update with **Jerry Desmond** and **Stephanie Salmon**, PMI's advocacy/government affairs consultants
- 11:30am-Noon Closing remarks

# THANK YOU TO OUR PMI23 SPONSORS

## GOLD SPONSOR

INTERNATIONAL CODE COUNCIL™



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## SILVER SPONSORS



**CONTRACTOR.**



# LOTTE HOTEL EVENT LOCATIONS

EVENT	LOCATION	LEVEL
<b>MONDAY</b>		
PMI Inspiring Leaders Program Transportation Pickup	Main Level Lobby	1
Board Meeting (Invitation only)	Room 5A	5
PMI Committee Chairs and Board Meeting (Invitation only)	Room 5A	5
Registration	The Connector	1
Welcome Reception for all Attendees	The Connector	1
<b>TUESDAY</b>		
General Sessions	Sanctuary Grand Ballroom	1
Lunch	Gallery Ballroom	B
Reception and Dinner	The Halo Bar	1
<b>WEDNESDAY</b>		
Women's Breakfast	Room 5D	5
General Sessions	Sanctuary Grand Ballroom	1
Lunch	Gallery Ballroom	B
PMI23 Reception and Dinner	Charlotte Restaurant	16
<b>THURSDAY</b>		
General Sessions	Sanctuary Grand Ballroom	1

## **PMI Board of Directors**

**Sal Gattone**, LIXIL  
President

**Chip Way**, Lavelle Industries  
Vice President

**Belinda Wise**, Kerox, Ltd.  
Secretary-Treasurer

**Martin Knieps**, Viega LLC  
Immediate Past President

**Kevin Campbell**, Moen, Inc.

**Daniel Gleiberman**, Sloan Valve Co.

**Lowell Lampen**, Kohler Co.

**Bob Neff**, Delta Faucet Company

## **Strategic Advisory Council**

**Andres Caballero**, Uponor North America

**Jill Ehnes**, Delta Faucet Company

**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**

**Kerry Stackpole**  
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**Pam Taylor**  
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# PMI MEMBER COMPANIES

## Manufacturing Members

BLANCO  
BOCCHI  
Bradley Corporation  
Brasscraft Manufacturing Company  
Delta Faucet Company  
Dornbracht Americas, Inc.  
Duravit USA, Inc.  
Fisher Manufacturing Company  
Fluidmaster, Inc.  
Gerber Plumbing Fixtures LLC  
Hansgrohe, Inc.  
Haws Corporation  
KEROX, Ltd.  
Kohler Co.  
Lavelle Industries, Inc.  
LIXIL  
Moen Incorporated  
NEOPERL, Inc.  
Pfister  
Reliance Worldwide Corporation  
Similor AG  
Sloan Valve Company  
Speakman  
Sprite Industries  
Symmons Industries, Inc.  
T&S Brass and Bronze Works, Inc.  
TOTO USA  
Uponor  
Viega LLC  
Water Pik, Inc.  
WCM Industries, Inc.  
Zurn Elkay Water Solutions

## Allied Members

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

- Actively recruit and increase plumbing manufacturers diverse representation in PMI
- Accelerate engagement to drive change
- Invest to bring more value to our member companies

The PMI Board of Directors has adopted the following goals and tactics:

### **Goal 1: Actively recruit and increase plumbing manufacturers diverse representation in PMI**

Tactic 1.1: PMI Board shall assemble a DEI Subcommittee\*.

Tactic 1.2: Allocate an annual budget for activities to support diversity, equity, and inclusion in PMI.

Tactic 1.3: Annually review and report efforts to promote diversity, equity, and inclusion in PMI.

### **Goal 2: Accelerate engagement to drive change**

Tactic 2.1: Develop a data system to track PMI member and plumbing product manufacturers community diversity metrics.

Tactic 2.2: Set benchmarks and report on progress towards meeting benchmarks.

### **Goal 3: Invest to bring more value to our member companies.**

Tactic 3.1: Develop and execute a plan to recruit a diverse membership to PMI.

Tactic 3.2: Develop mentoring programs that foster diversity and inclusivity within the plumbing product manufacturers community.

Tactic 3.3: Coordinate annual seminars, workshops, or community-engagement activities on equity, diversity, and inclusion at the PMI Manufacturing Success Conference.

Tactic 3.4: Highlight contributions of a diverse membership to PMI and the plumbing product manufacturers community.

## \*Board DEI Sub-Committee

Plumbing Manufacturers International Board of Directors has established a Diversity, Equity and Inclusion (DEI) Subcommittee. The DEI Subcommittee will provide the PMI with ideas and advice to create a more diverse membership, encourage an inclusive community, and enhance member benefits for everyone. The DEI Subcommittee is co-chaired by the PMI Vice President and the Immediate Past President.

# 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 – Comite European 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	HI - Hydraulic Institute
CLCA – California Landscape Contractors Association	HET - High Efficiency Toilet
CSA – Formerly Canadian Standards Association	HEU - High Efficiency Urinal
CSI – Construction Specifications Institute	HPD - Health Product Declaration
CUWCC – California Urban Water Conservation Council	HUD – Housing and Urban Development
DOD – Department of Defense	HVAC – Heating, ventilation, and air-conditioning
DOE – Department of Energy	HVAC&R – Heating, ventilation, air-conditioning, and refrigeration
DOJ – Department of Justice	IA – Irrigation Association
DOT – Department of Transportation	IAEI – International Association of Electrical Inspectors
EHS – Environmental Health and Safety	IAHRE – International Association for Hydro-Environment Engineering and Research
EISA – Energy Independence and Security Act	IAPMO – International Association of Plumbing and Mechanical Officials
EMS – Energy Management System	IAPMO ES – IAPMO Evaluation Service
EPA – Environmental Protection Agency	IAPMO R&T – IAPMO Research and Testing
EPAct – Energy Policy Act of 1992	IAPMO T&S – IAPMO Testing and Services
EPD – Environmental Product Declaration	IAS – International Accreditation Service
FHA – Fair Housing Act	IAQ – Indoor air quality
FHAG – Fair Housing Accessibility Guidelines	IBC – International Building Code
FTC – Federal Trade Commission	ICBO – International Conference of Building Officials
GAMA – Gas Appliance Manufacturers Association	ICC – International Code Council
GBI – Green Building Initiative	ICC ES – International Code Council Evaluation Service
gpf – Gallons per flush	IgCC – International Green Construction Code
gpm – Gallons per minute	IDPH – Illinois Department of Public Health
GPMCS – Green Plumbing and Mechanical Code Supplement	IEC – International Electrotechnical Commission
GSA – General Services Administration	IGC – Interim Guide Criteria by IAPMO
GWP - Global warming potential	IOU – Investor Owned Utilities
GWW - Global Water Works	I-P – Inch-pound
HCD - California Department of Housing and Community Development	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

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: DR. MOOGECA COOPER

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 9:00 AM – 10:15 AM  
**ROOM:** SANCTUARY GRAND BALLROOM

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### Time

9:00 AM	1.1	<b>Call to Order and Opening Remarks/Antitrust Compliance Statement</b>	<b>Gattone</b>
		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 <a href="#">here</a> .	
	1.2	<b>Introduction</b>	<b>Gattone</b>
	1.3	<b>Limitless</b>	<b>Cooper</b>
		<b>Dr. Moogega Cooper</b> , planetary protection engineer, NASA’s Jet Propulsion Laboratory	
10:00 AM	1.4	<b>Questions and Answers</b>	<b>Cooper</b>
10:15 AM	1.5	<b>Summary and Close</b>	<b>Cooper</b>



## AGENDA | 2.0 GLOBAL PLUMBING INDUSTRY ROUNDTABLE DISCUSSION

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 10:30 AM – 11:15 AM  
**ROOM:** SANCTUARY GRAND BALLROOM

Time			
10:30 AM	2.1	Introduction	Stackpole
	2.2	<b>Plumbing Industry Perspective with International Guests</b>  Moderated By: <b>Kerry Stackpole</b> , CEO/executive director, Plumbing Manufacturers International <ul style="list-style-type: none"> <li>• <b>Satinder Chera</b>, CEO, Canadian Institute of Plumbing and Heating</li> <li>• <b>Tom Reynolds</b>, CEO, Bathroom Manufacturers Association</li> <li>• <b>Billy Smith</b>, CEO/executive director, American Society of Plumbing Engineers</li> <li>• <b>Ralph Suppa</b>, senior advisor to the CEO, Canadian Institute of Plumbing and Heating</li> </ul>	
11:00 AM	2.3	Questions and Answers	All
11:15 AM	2.4	Summary and Close	Stackpole

**AGENDA | 3.0 KELLY O'ROURKE**

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 11:15 AM – 12:00 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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Time			
11:15 AM	3.1	Introduction	Way
	3.2	Water Utilities and Manufacturers Can Be Effective Water Efficiency Partners <b>Kelly O'Rourke</b> , water conservation manager, Seattle Public Utilities (SPU)	O'Rourke
11:45 AM	3.3	Questions and Answers	O'Rourke
12:00 PM	3.4	Summary and Close	O'Rourke

**AGENDA | 4.0 LARRY GOTTLIEB**

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 1:15 PM – 2:00 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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**Time**

<b>1:15 PM</b>	<b>4.1</b>	<b>Introduction</b>	<b>Wise</b>
	<b>4.2</b>	<b>Sharing What We Know About PFAS: Who Knows What We Will Know Next Year?</b> <b>Larry Gottlieb</b> , president, ResinTech, Inc.	<b>Gottlieb</b>
<b>1:45 PM</b>	<b>4.3</b>	<b>Questions and Answers</b>	<b>Gottlieb</b>
<b>2:00 PM</b>	<b>4.4</b>	<b>Summary and Close</b>	<b>Gottlieb</b>

**AGENDA | 5.0 ERIKA SPANTON**

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 2:00 PM – 2:45 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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**Time**

<b>2:00 PM</b>	<b>5.1</b>	<b>Introduction</b>	<b>Lagan</b>
	<b>5.2</b>	<b>Key Water Quality Developments Coming Down the Pipe</b> <b>Erika Spanton</b> , principal, Beveridge & Diamond PC	<b>Spanton</b>
<b>2:30 PM</b>	<b>5.3</b>	<b>Questions and Answers</b>	<b>Spanton</b>
<b>2:45 PM</b>	<b>5.4</b>	<b>Summary and Close</b>	<b>Spanton</b>

## AGENDA | 6.0 McKENNA MORRIGAN AND DR. ADRIAN TAN

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 3:00 PM – 3:45 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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Time			
3:00 PM	6.1	Introduction	Riddle
	6.2	<b>Opportunities to Achieve Environmental Commitments with Extended Producer Responsibility</b> <b>McKenna Morigan</b> , strategic advisor, waste prevention and product stewardship, Seattle Public Utilities; and <b>Dr. Adrian Tan</b> , policy and market development manager, King County, Solid Waste Division	Morigan/Tan
3:30 PM	6.3	Questions and Answers	Morigan/Tan
3:45 PM	6.4	Summary and Close	Morigan/Tan

**AGENDA | 7.0 DAN FELTON**

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 3:45 PM – 4:30 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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**Time**

<b>3:45 PM</b>	<b>7.1</b>	<b>Introduction</b>	<b>Lampen</b>
	<b>7.2</b>	<b>Packaging Extended Producer Responsibility has arrived in the U.S. - Now What?</b> <b>Dan Felton</b> , executive director, AMERIPEN	<b>Felton</b>
<b>4:15 PM</b>	<b>7.3</b>	<b>Questions and Answers</b>	<b>Felton</b>
<b>4:30 PM</b>	<b>7.4</b>	<b>Summary and Close</b>	<b>Felton</b>

## AGENDA | 8.0 STEPHANIE TANNER

**DATE:** TUESDAY, OCTOBER 24, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 4:30 PM – 5:00 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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### Time

4:30 PM	8.1	Introduction	Gleiberman
	8.2	What’s New at WaterSense <b>Stephanie Tanner</b> , lead engineer, WaterSense Program, Office of Wastewater Management, U.S. Environmental Protection Agency (EPA)	Tanner
4:50 PM	8.3	Questions and Answers	Tanner
5:00 PM	8.4	Summary and Close	Tanner

## AGENDA | 1.0 KEYNOTE ADDRESS: ANDREA QUINN

**DATE:** WEDNESDAY, OCTOBER 25, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 9:00 AM – 10:00 AM  
**ROOM:** SANCTUARY GRAND BALLROOM

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### Time

9:00 AM	1.1	<b>Call to Order and Opening Remarks/Antitrust Compliance Statement</b>	<b>Gattone</b>
		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 <a href="#">here</a> .	
	1.2	<b>Introduction</b>	<b>Gattone</b>
	1.3	<b>Tools to Reinvent Yourself in the New World of Business</b>	<b>Quinn</b>
		<b>Andrea Quinn</b> , certified life and business coach, empowerment specialist, speaker, and international bestselling author	
9:45 AM	1.4	<b>Questions and Answers</b>	<b>Quinn</b>
10:00 AM	1.5	<b>Summary and Close</b>	<b>Quinn</b>



## AGENDA | 2.0 WHITNEY MCCOLLUM

**DATE:** WEDNESDAY, OCTOBER 25, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 10:15 AM – 11:15 AM  
**ROOM:** SANCTUARY GRAND BALLROOM

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Time			
10:15 AM	2.1	Introduction	Knieps
	2.2	Pipeline of Data: Artificial Intelligence Benefits and Risks <i>Whitney McCollum</i> , partner, K&L Gates LLP	McCollum
11:00 AM	2.3	Questions and Answers	McCollum
11:15 AM	2.4	Summary and Close	McCollum

**AGENDA | 3.0 GARY STANLEY**

**DATE:** WEDNESDAY, OCTOBER 25, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 11:15 AM – 12:00 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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Time			
11:15 AM	3.1	<b>Introduction</b>	<b>Neff</b>
	3.2	<b>Industry &amp; Trade Talk - The View from DC</b> <b>Gary Stanley</b> , director, Office of Critical Minerals and Metals, U.S. Department of Commerce	<b>Stanley</b>
11:45 AM	3.3	<b>Questions and Answers</b>	<b>Stanley</b>
12:00 PM	3.4	<b>Summary and Close</b>	<b>Stanley</b>

**AGENDA | 4.0 CLOSING THE SKILLED LABOR GAP PANEL**

**DATE:** WEDNESDAY, OCTOBER 25, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 1:15 PM – 2:30 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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**Time**

<b>1:15 PM</b>	<b>4.1 Introduction</b>	<b>Benavidez</b>
	<b>4.2 Closing the Skilled Labor Gap</b>	
	Moderated By: <b>Anna Liotta</b> , founder, The Generational Institute™	
	<ul style="list-style-type: none"><li>• <b>Ryan Davis</b>, executive director, Seattle Jobs Initiative</li><li>• <b>Shana Peschek</b>, executive director, Machinists Institute</li><li>• <b>Kairie Pierce</b>, lead workforce development director, Washington State Labor Council, AFL-CIO</li><li>• <b>Heather Winfrey</b>, assistant training coordinator, Seattle Area Pipe Trades Apprenticeship</li></ul>	
<b>2:15 PM</b>	<b>Questions and Answers</b>	<b>All</b>
<b>2:30 PM</b>	<b>Summary and Close</b>	<b>Liotta</b>



October 25, 2023  
2:30 pm PT

## AGENDA | 5.0 TAYLOR ST. GERMAIN

**DATE:** WEDNESDAY, OCTOBER 25, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 2:30 PM – 3:30 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

**Time**

<b>2:30 PM</b>	<b>5.1</b>	<b>Introduction</b>	<b>Wise</b>
	<b>5.2</b>	<b>Piercing Through the Noise</b> <b>Taylor St. Germain</b> , speaker and senior forecaster, ITR Economics	<b>St. Germain</b>
<b>3:15 PM</b>	<b>5.3</b>	<b>Questions and Answers</b>	<b>St. Germain</b>
<b>3:30 PM</b>	<b>5.4</b>	<b>Summary and Close</b>	<b>St. Germain</b>

## AGENDA | 6.0 69<sup>TH</sup> ANNUAL MEETING OF THE MEMBERSHIP

**DATE:** WEDNESDAY, OCTOBER 25, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 3:45 PM – 5:00 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

Time		
3:45 PM	<b>6.1 Call to Order/Antitrust Compliance Statement</b>  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 <a href="#">here</a> .	<b>Stackpole/ Taylor</b>
3:50 PM	<b>6.2 Opening Remarks</b>	<b>Gattone</b>
3:55 PM	<b>6.3 Report of the Secretary-Treasurer</b>  6.3.1 Review and approval of the October 26, 2022, 68 <sup>th</sup> Annual Meeting of the Membership Minutes  (See Attachment)  6.3.2 Treasurer’s Report – FY 2023  6.3.3 Review of PMI’s 2023 Operating Budget  6.3.4 Review and approval of PMI’s 2024 Dues Structure	<b>Wise</b>
4:00 PM	<b>6.4 President’s Report</b>  6.4.1 Members of the Strategic Advisory Council  6.4.2 Recognition of the 2023 Committee Co-Chairs  6.4.3 Recognition of PMI New Members  6.4.4 Quarter Century Club Recognition  6.4.5 The President’s Award  6.4.6 2023 President’s Report	<b>Gattone</b>
4:25 PM	<b>6.5 State of the Association Report</b>  6.5.1 State of the Association 2023  6.5.2 2023 Ambassador of the Year Award	<b>Stackpole</b>
4:45 PM	<b>6.6 Election of 2024 Slate of Officers and Directors-At-Large</b>  6.6.1 Presentation of the 2024 Slate of Officers and Directors-At-Large	<b>Knieps</b>

**4:50 PM 6.7 Remarks of the 2024 President-Elect**

**Way**

6.7.1 Remarks of the 2024 President-Elect

6.7.2 Announcement of PMI24

**5:00 PM 6.8 Summary and Adjournment**

**Gattone**

## AGENDA | 1.0 LUKE HENDRICKS AND DYLAN HERNDON

**DATE:** THURSDAY, OCTOBER 26, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 9:00 AM – 9:45 AM  
**ROOM:** SANCTUARY GRAND BALLROOM

**Time**

<b>9:00 AM</b>	<b>1.1</b>	<b>Call to Order and Opening Remarks/Antitrust Compliance Statement</b>	<b>Gattone</b>
		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 <a href="#">here</a> .	
	<b>1.2</b>	<b>Introduction</b>	<b>Gattone</b>
	<b>1.3</b>	<b>Bullitt Center: The Greenest Commercial Building in the World: Water</b>	<b>Hendricks/ Herndon</b>
		<b>Luke Hendricks</b> , associate, plumbing engineer, PAE; and <b>Dylan Herndon</b> , water treatment specialist, Northwest Engineers, LLC	
<b>9:30 AM</b>	<b>1.4</b>	<b>Questions and Answers</b>	<b>Hendricks/ Herndon</b>
<b>9:45 AM</b>	<b>1.5</b>	<b>Summary and Close</b>	<b>Hendricks/ Herndon</b>

**AGENDA | 2.0 DR. MICHAEL FLAHERTY**

**DATE:** THURSDAY, OCTOBER 26, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 9:45 AM – 10:30 AM  
**ROOM:** SANCTUARY GRAND BALLROOM

Time			
9:45 AM	2.1	Introduction	Way
	2.2	The Economic Impact of the Plumbing Manufacturing <b>Dr. Michael Flaherty</b> , visiting assistant professor, Trinity College, and consulting economist, John Dunham & Associates	Flaherty
10:15 AM	2.3	Questions and Answers	Flaherty
10:30 AM	2.4	Summary and Close	Flaherty



## AGENDA | 3.0 ADVOCACY/GOVERNMENT AFFAIRS TOPICS

**DATE:** THURSDAY, OCTOBER 26, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 10:30 AM – 11:30 AM  
**ROOM:** SANCTUARY GRAND BALLROOM

Time			
10:30 AM	3.1	<b>Introduction</b>	<b>Riddle</b>
		<b>PMI California Update</b>	
	3.2	<b>Jerry Desmond</b> , PMI government affairs consultant (California), Desmond & Desmond LLC	<b>Desmond</b>
10:55 AM	3.3	<b>Questions and Answers</b>	<b>Desmond</b>
		<b>Update on PMI's Top Federal Priorities and What to Expect in 2024</b>	
11:00 AM	3.4	<b>Stephanie Salmon</b> , PMI government affairs consultant (Washington D.C.), Potomac Government Relations LLC	<b>Salmon</b>
11:25 AM	3.5	<b>Questions and Answers</b>	<b>Salmon</b>
11:30 AM	3.6	<b>Summary and Close</b>	<b>Desmond/ Salmon</b>



October 26, 2023  
11:30 am PT

## AGENDA | CLOSING CEREMONY

**DATE:** THURSDAY, OCTOBER 26, 2023  
**PLACE:** LOTTE HOTEL, SEATTLE, WA

**TIME:** 11:30 PM – 12:00 PM  
**ROOM:** SANCTUARY GRAND BALLROOM

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### Time

11:30 AM	PMI23 Conference Summary	Gattone/Way
12:00 PM	Close	Gattone/ Stackpole

## SPEAKER INFORMATION

**Date:** Monday, October 23, 2023  
**Event:** Inspiring Leaders Program - “Five Tough Talks: How to lead brave conversations for Exceptional Results”  
**Location:** Seattle Museum of Flight  
**Time:** 9:00 am – 4:00 pm

### **Nicole Bianchi**

International Speaker, Author and Entrepreneur

[www.nicolebianchi.com](http://www.nicolebianchi.com)

Nicole Bianchi is widely regarded as the go-to source for bravery + leadership and the author of **Small Brave Moves**: Learn why little acts of bravery are the key to life-changing leadership and **Five Tough Talks**: How to lead brave conversations for exceptional results released in August 2023.

She shatters the false belief that only some of us are brave by showing us what gets in the way, and she shows us the path forward with practical steps to help us advance.

After sixteen years as an executive in two Fortune 300 companies, Nicole co-founded and scaled Bravium HD, which partners with companies like Google, GE, and Macy’s.

She is an international speaker, author, and award-winning entrepreneur who works with executives, leaders, and teams to craft their small brave moves.

Off-stage, Nicole loves traveling with her husband and cheering on her three young adult children in life. You can catch her singing off-key karaoke with a full-bodied glass of wine in hand.

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## SPEAKER INFORMATION

**Satinder Chera**  
Chief Executive Officer  
Canadian Institute of Plumbing and Heating (CIPH)  
[chera@ciph.com](mailto:chera@ciph.com)

Satinder Chera is the newly named chief executive officer of the Canadian Institute of Plumbing and Heating (CIPH) as of Oct. 2, 2023.

He is a value-driven leader with a robust team orientation and a passion for building strong relationships with members, government, and allied organizations. Satinder brings more than 20 years of senior management and leadership experience in the not-for-profit and association sectors, including serving as president of the Canadian Convenience Stores Association and vice president of the Canadian Federation of Independent Business.

Before his work in the association sector, Satinder served in director and senior policy advisor roles within the Ontario and British Columbia governments.

Satinder is a lifelong learner whose educational background includes a master's degree in business administration from Ivey Business School at Western University.

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## SPEAKER INFORMATION

**Moogega Cooper, Ph.D.**  
Planetary Protection Engineer  
NASA's Jet Propulsion Laboratory  
Phone: 703 516 4000  
[jconklin@keplerspeakers.com](mailto:jconklin@keplerspeakers.com)

Moogega Cooper, who has a Ph.D. in mechanical engineering, is planetary protection engineer at NASA's Jet Propulsion Laboratory (JPL). Dr. "Moo" Cooper worked on the famed 2020 Mars mission and inspires organizations and individuals to build strong teams, overcome obstacles, and push beyond their limitations.

As the real-life "Guardian of the Galaxy," she holds the awesome responsibility of keeping the Red Planet safe from any of the Earth's contaminants. Her work with NASA's JPL is integral to the ongoing mission to discern whether Mars could be habitable for humans and to ensure that we don't harm what's already there—a job she has been working up to for most of her life.

After graduating from high school at 16, Dr. Cooper studied physics as an undergraduate, received a master's degree and went on to earn her Ph.D. in mechanical engineering at 24 years old with a dissertation on sterilizing spacecraft materials.

She is passionate about empowering organizations and others to build resilience, overcome obstacles and achieve their goals. A role model for women in science and technology, Dr. Cooper also loves introducing wider audiences to the wonders of the STEAM (science, technology, engineering, arts, and mathematics) world. Through her work talking to girls and boys from underrepresented communities and appearing on shows such as *Because Space* and *Bill Nye Saves the World*, Dr. Cooper is helping to build the next generation of strong leaders.

Dr. Cooper is a recipient of several awards, including the NASA Early Career Public Achievement Medal, the Charles Elachi Award for Exceptional Early Career Achievement, and JPL Voyager Awards for Technical Leadership.



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## SPEAKER INFORMATION

**Ryan Davis**  
Executive Director  
Seattle Jobs Initiative  
Phone: 206 307 1535  
[rdavis@seattlejobsinit.com](mailto:rdavis@seattlejobsinit.com)

Ryan Davis is executive director of the Seattle Jobs Initiative. He is a leader in workforce operations and strategy with more than 20 years of experience in business development, education, public policy, and workforce development.

Ryan was the president and CEO of Corporation for a Skilled Workforce, a national nonprofit policy institute focused on workforce and economic development, and dean of business and applied technology at Everett Community College. He chaired the Washington Workforce Education Council, vice-chaired Workforce Snohomish, and served on the Pacific Northwest Center of Excellence for Clean Energy advisory board.

Ryan graduated from the U.S. Air Force Academy and holds a master's degree in public administration from Evans School of Public Affairs, University of Washington.



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## SPEAKER INFORMATION

### **Jerry Desmond**

Plumbing Manufacturers International (PMI) Government Relations Consultant  
California Office

Desmond & Desmond LLC

Phone: 916 441 4166

[jerry@desmondlobbyfirm.com](mailto:jerry@desmondlobbyfirm.com)

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

He is a legislative advocate and lawyer with his firm Desmond & Desmond LLC. The firm represents the interests of trade associations, businesses and public entities throughout California. Jerry's in-depth knowledge of his clients' interests, his legal and advocacy skills with respect to laws and legislation pertaining to his clients' issues, his strategic advice, and professional manner have earned him the respect and relationships that bring success in the Capitol.

Jerry provides comprehensive governmental advocacy services, including analysis of legislation and regulations as well as the development of 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, Jerry has significant expertise in political and nonprofit law. He has addressed numerous professional associations and public entities on California politics, laws and legislation.

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

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## SPEAKER INFORMATION

**Dan Felton**

Executive Director

AMERIPEN

Phone: 413 686 9198

[danf@ameripen.org](mailto:danf@ameripen.org)

Dan Felton is executive director of AMERIPEN – the American Institute for Packaging and the Environment. He leads AMERIPEN's efforts to develop and advocate positions for the U.S. packaging industry on issues related to packaging and the environment, using sound science and a philosophy of material inclusiveness.

Dan is particularly passionate about environmental, sustainability and packaging issues and has lobbied extensively in those areas at the state and federal levels.

A well-known leader in the government affairs arena for more than 20 years, Dan has worked within the bottled water, credit card, healthcare, and information management industries.



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## SPEAKER INFORMATION

**Michael Flaherty, Ph.D.**

Consulting Economist/Visiting Assistant Professor

John Dunham & Associates/Trinity College

Phone: 530 304 2497

[mdf@guerrillaeconomics.com](mailto:mdf@guerrillaeconomics.com)

Michael Flaherty, who has a Ph.D. in economics, is an economist and industry analyst with John Dunham & Associates. Since 2013, he has conducted dozens of economic impact analyses for a wide variety of businesses, industry groups and non-profits.

Dr. Flaherty received his Ph.D. in economics in 2022 from The New School in New York. He is currently teaching as a visiting assistant professor at Trinity College in Hartford, Connecticut.

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## SPEAKER INFORMATION

**Larry Gottlieb**

President

ResinTech, Inc.

Phone: 856 768 9600

[lgottlieb@resintech.com](mailto:lgottlieb@resintech.com)

Larry Gottlieb is president and chief technologist of ResinTech, a U.S. manufacturer of ion exchange products based in Camden, New Jersey. A 30-year veteran of the water treatment industry, he is responsible for research and development, quality control, and technical support for all ResinTech media products.

Larry joined ResinTech in 1989. In early 2000, he launched the Aries FilterWorks division of ResinTech, a business unit that makes filter cartridges and high-purity lab water systems. Later, he took over sales and operations for ResinTech's flagship division – media formulation. Larry was the driving force behind ResinTech's investment in the laboratory and R&D resources necessary to identify and remediate PFAS contaminants.

Today, ResinTech is arguably the world's leading provider of ion exchange solutions for PFAS remediation. ResinTech's lab services division employs more than 20 technologists in a state-of-the-art 6,000-square-foot laboratory. The company can identify over two dozen distinct species of per and polyfluoroalkyl substances at the part per trillion level.

Larry holds a degree in mechanical engineering from the University of Pittsburgh and is a board member of the Water Quality Association (WQA) and ASTM International Committee on Water and Environmental Technology.



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## SPEAKER INFORMATION

**Luke Hendricks, PE, CPD, GPD**

Associate, Plumbing Engineer

PAE

Phone: 775 772 1508

[luke.hendricks@PAE-engineers.com](mailto:luke.hendricks@PAE-engineers.com)

Luke Hendricks is an associate, plumbing engineer, with PAE. He is a meticulous, driven, and enthusiastic plumbing engineer.

With nearly 20 years working in the plumbing industry as both an installing contractor and a plumbing engineer, his extensive experience includes design of plumbing, fire protection, and mechanical systems at many of the West Coast's top healthcare, educational and commercial institutions.

Luke is passionate about promoting sustainability through design and streamlining the design process for project teams. His experience offered key contributions to the revolutionary plumbing systems design at the PAE.

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## SPEAKER INFORMATION

**Dylan Herndon**  
Water Treatment Specialist  
Northwest Engineers, LLC  
Phone: 434 607 0766  
[dylan@northwestengineers.com](mailto:dylan@northwestengineers.com)

Dylan Herndon is a water treatment specialist with Northwest Engineers, LLC. With a decade of experience, he is committed to the success and improvement of public health, the environment, and the community.

In 2018, Dylan was brought on board to bring the innovative Bullitt Center rainwater-to-potable water treatment system online and was subsequently featured on the cover of Engineering News-Record in July 2019. He maintains responsibility for Bullitt's drinking water system through his role with Northwest Engineers, while most recently assuming the position of Water Quality Analyst with the City of Redmond.

Dylan grew up in the heart of southern Virginia and began his career in 2014 with the City of Lynchburg as an operator for their two 12 MGD conventional surface water treatment plants.

He has spent the last several years assisting local communities, utilities, and tribes across western Washington to meet challenging drinking water needs through operational optimization efforts and treatment plant upgrades.

Dylan has numerous state certifications as a Water Treatment Plant Operator III, Water Distribution Manager III, and Cross-Connection Control Specialist, as well as a Low-Pressure Membrane Specialist. Dylan also is an active member of the American Waterworks Association, Western Washington Cross-Connection Prevention Professionals Group, and the Northwest Membrane Operators Association.

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## SPEAKER INFORMATION

**Anna Liotta**

Founder

The Generational Institute™

[anna@resultance.com](mailto:anna@resultance.com)

Anna Liotta, founder of The Generational Institute™ and author of the best-selling “Unlocking Generational CODES©,” is an award-winning speaker, business consultant, and author.

Anna is one of the world’s most highly sought-after thought leaders on generational leadership, sales and customer service – with clients that include Amazon, Bloomberg, WFF, Coca-Cola, Red Robin, Microsoft, and the NBA. In 2021, Anna was inducted into the Speaker Hall of Fame.

Anna’s most impressive generational credential? She is the youngest girl of 19 children. That means every Thanksgiving, graduation and wedding is a case study in generational communication and relationship-building.

Anna offers keynotes (onsite and online), leadership retreats, training, and strategic advising.

## SPEAKER INFORMATION

**Whitney McCollum**  
Partner  
K&L Gates LLP  
Phone: 206 370 7595  
**Whitney.McCollum@klgates.com**

Whitney McCollum is a partner and co-practice group coordinator in K&L Gates' technology transactions and data protection, privacy, and security practice groups. Whitney draws upon her technical background and global in-house experience to provide companies with cutting-edge data and technology risk management advice.

She is a Certified Information Privacy Professional in both the United States and Europe and a member of the U.S. Patent Bar.

Whitney formerly served as chief intellectual property and data protection counsel for AECOM, where, among other things, she provided legal risk analysis for AECOM's pipe AI product, PipeInsights™. While at AECOM, Whitney also established a global data privacy compliance program that included GDPR and CCPA compliance, handled creation-to-commercialization technology protection including intellectual property portfolio management and licensing, conducted incident investigations and response, advised on data and technology considerations in mergers and acquisitions, and counseled all levels of the organization from operations to the c-suite.

Whitney is a Bay Area native happily transplanted to the Pacific Northwest in 2023 with her husband, three kids and various animals.

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## SPEAKER INFORMATION

**McKenna Morrigan**

Strategic Advisor, Waste Prevention and Product Stewardship

Seattle Public Utilities

Phone: 206 471 9552

[McKenna.Morrigan@seattle.gov](mailto:McKenna.Morrigan@seattle.gov)

McKenna Morrigan is the waste prevention and product stewardship policy advisor for Seattle Public Utilities. She advocates for state and local policies to advance SPU's vision of zero waste and supports the development of a circular and inclusive economy, including the adoption of producer responsibility policies in Washington.

Previously, McKenna was a senior associate at Cascadia Consulting Group, where she led research and evaluation projects for local and state governments related to recycling programs, policies and markets.

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## SPEAKER INFORMATION

**Kelly O'Rourke**  
Water Conservation Manager  
Seattle Public Utilities  
Phone: 206 684 5881  
[kelly.orourke@seattle.gov](mailto:kelly.orourke@seattle.gov)

Kelly O'Rourke is the water conservation manager for Seattle Public Utilities (SPU), which implements a regional water conservation program known as the Saving Water Partnership for Seattle and 18 wholesale water customers.

Kelly has been with SPU since 2013. Prior to her work with SPU, Kelly worked for HDR Engineering for 10 years as a water resources planner performing water master planning, with a focus on conservation planning and demand forecasting. Kelly also worked for the City of Everett for two years where she implemented their water conservation program. She has a Bachelor of Science degree in marketing and a master's degree in environmental studies.





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## SPEAKER INFORMATION

**Shana Peschek**  
Executive Director  
Machinists Institute  
Phone: 425 306 1846

[shana.peschek@machinistsinstitute.org](mailto:shana.peschek@machinistsinstitute.org)

Shana Peschek is executive director of the Machinists Institute. She is leading the institute's vision to build a better future for aerospace, manufacturing, and machinist workers across Washington state through dedication to excellence in recruitment, education and training.

The institute runs programs to support multiple levels of education and training including pre-employment, registered apprenticeship, certifications, and more.

In her previous role, Shana spent 11 years as a leader supporting building and construction education and training programs across the state. She has served on the National Skills Coalition Work-based Learning Advisory Board and Tradeswomen Task Force and as a member of several statewide association boards, K20 advisory boards, and workforce-focused committees.

Outside of work, Shana enjoys hiking, backpacking and mountain biking with her husband and three sons and spending time with her five grandchildren.

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## SPEAKER INFORMATION

### **Kairie Pierce**

Lead Workforce Development Director  
Washington State Labor Council, AFL-CIO  
Phone: 360 570 5167  
[kpierce@wslc.org](mailto:kpierce@wslc.org)

Kairie Pierce is the lead workforce development director for the Washington State Labor Council (WSLC), AFL-CIO.

In 2020, Kairie was promoted to her current position with the goal of creating a team of workforce development directors capable of assisting WSLC's union affiliates with direct support and being a resource to the larger workforce system. Kairie has worked with all the community and technical colleges in the Washington State area recruiting labor members to serve on the CTC advisory committees. Her current position blends all her working passions of registered apprenticeship and workforce education.

Throughout her 33-year career with WSLC, Kairie has held several positions including helping to manage the workers' compensation program. She was promoted to the position of community and technical college labor liaison in 2005 and in 2010 promoted to the position of K-12 apprenticeship director, a federally funded program that focused on promoting apprenticeship opportunities and preparing the counselors, teachers, students and parents within Washington State's K-12 system.

Kairie has served on numerous leadership committees including the Pacific Northwest Center of Excellence for Clean Energy Advisory Board, Washington Integrated Sector Employment (WISE), TAACCCT Executive Board, U.S. Department of Energy Smart Grid ARRA Grant Governance Board and Educational Taskforce, and Washington HB2227 Evergreen Jobs leadership team. She is currently a board member of Washington State Workforce and Training Board

Kairie and her husband Kevin reside in Olympia, Washington.

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## SPEAKER INFORMATION

### **Andrea Quinn**

Life and Business Coach

Phone: 323 793 6562

[andrea@andreaquinncoaching.com](mailto:andrea@andreaquinncoaching.com)

Andrea Quinn is a life and business coach, best-selling author and motivational speaker based in Los Angeles. She is known as an “Empowerment Activist” for women and men and has a reputation as a powerful advisor to many in the corporate world and entertainment industry. Her unique and natural gift of sharing her wisdom offers an original perspective that isn’t based on ego or hype, but in real-world experience – and she delivers!

She has written a book called “The Quinn Essentials for Women – 9 Transformational Tools to Accomplish Anything” based on her popular curriculum. The Quinn Essentials of Business is a program also used by many individuals and companies to expand their businesses, inspire communication within groups, and empower people to live their best lives. Andrea facilitates women’s groups all over the country and digitally all over the world, where she teaches her tools to thousands of women and is successful at guiding them to accomplish their dreams.

One of the reasons she is so highly trusted is her ability to tackle complicated issues and resolve them with integrity so that all parties involved feel empowered. Believing that truly empowered people live the greatest lives, it is her life’s purpose to assist people in living authentic lives they feel good about.

While Andrea has a presence in many of the studios, networks and agencies in Hollywood, she also has advised many on Wall Street, in Silicon Valley, at the Department of Defense and, most recently, in London’s powerful music industry.

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## SPEAKER INFORMATION

### **Tom Reynolds**

Chief Executive Officer

Bathroom Manufacturers Association (BMA)

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Tom Reynolds is chief executive officer of the Bathroom Manufacturers Association (BMA), a trade body with more than 84 corporate members that produces most of the branded bathroom fixtures and fittings supplied to the UK market. The association focuses heavily on product compliance and all aspects of sustainability.

In addition to leading the BMA, Tom is chair of the UK Trade Association Forum's Public Affairs Group (PUBCOM), a board member of the Construction Products Association, and a vice president of the European Taps and Valves Association (CEIR).

Before joining the BMA in 2019, Tom was the commercial and public affairs director at the British Ceramic Confederation, where he had a particular interest in international trade policy. Prior to entering the world of trade associations, Tom worked as a journalist and producer in trade media and started his career as a parliamentary aide. He is an alumnus of Keele University and holds an honors degree in law and politics and a master's degree in research in environmental politics.



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## SPEAKER INFORMATION

### **Stephanie Salmon**

Plumbing Manufacturers International (PMI) Government Relations Consultant  
Washington D.C.

President – Potomac Government Relations

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Stephanie Salmon is president of Potomac Government Relations, a government affairs and public policy firm located 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, including environment, water, trade, energy, climate, workforce, tax and appropriations, among others.

With more than 25 years of government relations experience, Stephanie has successfully organized and managed dozens of Capitol Hill Advocacy Days and Washington conferences.

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

Stephanie is a member of the Association of Women in International Trade, Ripon Society, 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.

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## SPEAKER INFORMATION

### **Billy Smith**

Executive Director/CEO

The American Society of Plumbing Engineers (ASPE)

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Billy Smith, FASPE, is the executive director/CEO of the American Society of Plumbing Engineers (ASPE). He is responsible for the administration, management, and financial operations of ASPE and implements policies and procedures established by the ASPE Board of Directors.

Billy provides professional administrative and management support and financial expertise to ASPE's local chapters and for all the organization's activities and programs. In addition, he represents the interests of ASPE and the plumbing engineering community in codes and standards activities and serves as a technical resource for ASPE staff and members.

Billy continues to build and maintain relationships with other industry organizations to ensure that the public's health and safety are kept at the forefront of legislation and regulations regarding plumbing system design, installation, inspection, and maintenance.

In 2014, he joined ASPE as senior director of technical and regulatory affairs, serving as main liaison with the plumbing industry's code-writing and standards-developing organizations.

In 1993, he joined ASPE as an affiliate member and is currently a full member. Billy accepted a leadership role in 2002 when he was appointed to the ASPE Board of Directors as society affiliate liaison, and during his tenure the position evolved into vice president, affiliate. He also served as chair of ASPE's Exhibitors Advisory Committee for several years. Billy was elected to ASPE's College of Fellows in 2012 and received ASPE's Distinguished Service Award that same year.

He has actively participated in the codes and standards development activities of other industry organizations, including the American Rainwater Catchment Systems Association, ASSE International, ASME International, ASTM International, CSA Group, the International Association of Plumbing and Mechanical Officials, International Code Council, and Plumbing and Drainage Institute.

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## SPEAKER INTRODUCTION

### **Erika Spanton**

Principal

Beveridge & Diamond PC

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Erika Spanton is principal at Beveridge & Diamond PC, where she maintains a robust mixed practice of litigation, regulatory and white-collar defense work focused on water quality matters.

She has significant litigation and appellate experience in both federal and state courts. Her work includes a range of state and federal matters at each stage of litigation, including settlement negotiations, mediations, arbitration, discovery, and trial. She has been first chair in numerous arbitrations and trials, as well as supported large, complex trial teams. Recent successes include negotiating early, favorable resolution of citizen suit actions alleging Clean Water Act violations in California and Washington.

Erika also has deep regulatory expertise with federal and state stormwater, wastewater, and spill prevention and countermeasure requirements. Additionally, she has a strong command of international, national, and state treaties, laws, and regulations impacting the fisheries and aquaculture industries.

Erika is a deputy leader of Beveridge & Diamond's water practice and co-founder and deputy leader of Beveridge & Diamond's fisheries & aquaculture industry group. Her background in environmental sciences and fieldwork informs her legal practice.



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## SPEAKER INFORMATION

**Kerry Stackpole, FASAE, CAE**  
CEO & Executive Director  
Plumbing Manufacturers International  
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Kerry Stackpole is the CEO/executive director of Plumbing Manufacturers International. A nationally certified association executive (CAE) and a fellow of the American Society of Association Executives (FASAE), he also has served as CEO for trade associations representing technology and small and mid-sized enterprises. He is a member of the American Society of Association Executives and was recently named vice chair of the U.S. Department of Commerce International Trade Advisory Committee for Forest Products and Building Materials.





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## SPEAKER INFORMATION

### **Gary Stanley**

Director, Office of Materials Industries

U.S. Department of Commerce

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Gary Stanley is the director of the Office of Materials Industries in the Industry and Analysis Unit of the Department of Commerce's International Trade Administration.

Since 1983, Gary has served as the senior materials industries trade policy specialist for the Commerce Department while monitoring domestic and international industry trends and competitiveness developments. He participates in trade policy issues that affect the United States materials industries. In addition, he works with U.S. industry through several programs, including the Commerce Department's Industry Trade Advisory Committees and Market Development Cooperator Program. He worked closely with the White House and several executive branch agencies in completing the 2019 Executive Order Strategy on Critical Minerals.

Gary oversees an office of 10 industry and international trade specialists who monitor a wide range of sectors, including aluminum, building products, chemicals, forest products, and steel. The office undertakes industry trade analysis, shapes U.S. trade policy, participates in trade negotiations, and organizes trade promotion and facilitation programs to improve the global competitiveness of the U.S. materials industries. The office works with other U.S. agencies in developing a public policy environment that advances U.S. competitiveness at home and abroad.

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## SPEAKER INFORMATION

### **Taylor St. Germain**

Economist

ITR Economics

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Taylor St. Germain is an economist with ITR Economics. He specializes in forecasting at both the market and company levels and is a key contributor to maintaining ITR Economics' forecast accuracy rating of 94.7%.

In his five years with ITR Economics, he has worked with various distributors, manufacturers, and producers, helping each client navigate the business cycle and optimize their corporate planning strategy.

As an experienced economist, Taylor mainly provides consulting services for small businesses, trade associations, and Fortune 500 companies across a spectrum of industries. His dynamic personality and extensive knowledge of economic trends and their business relevance are highly valued by clients and colleagues alike.

Taylor spent time in the tech industry providing market intelligence to electronics OEMs, semiconductor companies, and component manufacturers. He also has spent several years in Texas furthering his research in the industrial sector, with a specific focus on oil and gas.

Taylor earned his bachelor's degree in statistics from the University of Vermont and is finishing a master's degree in applied economics at Southern New Hampshire University. He has been featured in OEM Magazine and on the Fab Lab and Wealth Formula podcasts.

## SPEAKER INFORMATION

### **Ralph Suppa**

Senior Advisor to the CEO  
Canadian Institute of Plumbing and Heating (CIPH)  
[r.suppa@ciph.com](mailto:r.suppa@ciph.com)

Ralph Suppa is senior advisor to the CEO of the Canadian Institute of Plumbing and Heating (CIPH) and has played a key role in developing programs and services since joining the association in 1988. He was appointed president and general manager in 2002 and has announced his retirement effective Dec. 31, 2023.

He has worked closely with industry members, allied North American associations and government to help establish uniformity and harmonization of codes and standards. Ralph has also been instrumental in collaborating with allied associations, including Plumbing Manufacturers International (PMI), to establish memoranda of understanding (MOUs) to enhance common North American goals such as training, regulations, and codes-related support.

During his career with CIPH, Ralph has managed key councils and committees within the organization and was instrumental in the in-house management of the Canadian Water Quality Association (CWQA) and the Canadian Association of Pump Manufacturers (CAPM).

Ralph has played a key role in combining Canadian trade shows as they relate to the plumbing, heating, cooling, piping, and electrical and lighting industries.

A dedicated association executive, Ralph holds the certified association executive (CAE) designation from the Canadian Society of Association Executives (CSAE). He is vice chair of the National Association of Wholesaler-Distributors Institute (NAW) Board of Directors.

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## SPEAKER INFORMATION

**Adrian Tan, Ph.D.**

Policy and Market Development Manager

King County in the Solid Waste Division

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Adrian Tan, who has a Ph.D. in sustainable design methodologies from the Technical University of Denmark, is policy and market development manager in the solid waste division of King County and works on recycling and waste prevention issues.

Since 2020, Dr. Tan has worked on reuse and recycling policies for King County. He is currently the co-chair of the Northwest Product Stewardship Council and manages the NextCycle Washington Circular Accelerator Program.

Dr. Tan also has helped companies such as Adidas, Michelin and Steelcase integrate sustainability and circular business models into their organizations.

Originally trained as a mechanical engineer, he has designed and developed products for several companies, including LEGO, Novo Nordisk and Nokia.

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## SPEAKER INFORMATION

### **Stephanie Tanner**

Lead Engineer, WaterSense Program

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Stephanie Tanner is the lead engineer for the U.S. Environmental Protection Agency's WaterSense Program. She is responsible for all technical aspects of the development of labeled products, including setting efficiency and performance criteria as well as managing the testing and certification process.

Stephanie advises federal programs on conformity assessment procedures and has advised several countries on developing water efficiency labeling programs.

Before working at the EPA, she managed a water efficiency program for federal facilities. Earlier in her career, Stephanie worked for the U.S. and German Navies and served during the first Persian Gulf War as a shipboard operating engineer.

Stephanie holds a Bachelor of Science degree in marine engineering from the Merchant Marine Academy and a master's degree in engineering management from George Washington University. Stephanie is a LEED-accredited professional in building design and construction and earned credentials as a certified energy manager from the Association of Energy Engineers.



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## SPEAKER INFORMATION

**Heather Winfrey**  
Assistant Training Coordinator  
Seattle Area Pipe Trades Apprenticeship  
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Heather Winfrey is the assistant training coordinator for the Seattle Area Pipe Trades Apprenticeship. She has 30 years of expertise in local and national workforce programming and initiatives.

Before joining Seattle Area Pipe Trades, she was the foundation director and the executive dean of workforce development for Renton Technical College. Heather owned a consulting firm where she directed statewide and national projects for colleges, universities, workforce development organizations, business associations, and unions. She was one of the first 24 Marano Fellows in the Aspen Institute's Sector Skills Academy. Heather has won many awards and is most proud to have been named Active Advocate of the Year by Washington Women in Trades.

Heather began her career as an admissions counselor and center vocation supervisor for Job Corps. She has served as a program manager, executive director and board member for Apprenticeship and Non-Traditional Employment for Women and was the manager of Training and Education Partnerships for Washington State's Workforce Board. Heather also was the executive director of the Construction Center of Excellence.