

# PMPA ANNUAL MEETING 2021

CHARLESTON PLACE, A BELMOND HOTEL



**OCTOBER 7-10, 2021**  
CHARLESTON, SOUTH CAROLINA

# COME JOIN US IN CHARLESTON



Founded in 1670, Charleston is noted for its natural beauty and southern charm, its rich history and culture, its friendly and welcoming people, its awe-inspiring restaurants and shopping, and its romantic appeal.

The elegant Belmond Charleston Place is a 5-star hotel, nestled in the heart of the historic district and within walking distance to all major attractions – its front doors open to King Street and its back doors are a step away from the iconic City Market. Savor southern cuisine at the Charleston Grill or indulge in their luxury spa.

Come a day early or stay late and enjoy all that Charleston has to offer. Restaurants and shopping are steps away...the beaches on Folly Island, Sullivan's Island and Kiawah Island are within a half-hour's drive...and, manicured golf courses are abundant nearby.

Weather in October: mid 70's

Travel: The nearest airports are Charleston Airport (10 miles); Hilton Head Airport (59 miles) Myrtle Beach Airport (86 miles); Savannah Airport (87 miles)

We look forward to seeing you!



## A MESSAGE FROM OUR PRESIDENT

Greetings and best wishes to my fellow PMPA members,

I am pleased to invite you to join me, our PMPA staff and leadership team, and many of your peers for the 2021 Annual Meeting October 7th -10th at the Charleston Place Hotel in beautiful and historic Charleston, South Carolina.

This meeting will be an excellent opportunity to re-connect with our fellow members and gain new insights to improve our companies.

Since early 2020, we have dealt with a pandemic that has been devastating to so many people and businesses around the world. The declining economy, health concerns, and the necessity for increased safety protocols caused unforeseen difficulties for our companies. From the very beginning of the pandemic our PMPA Team and our members were there to help each other every step of the way. As we made our way through an ever-changing environment, the continuous flow of knowledge and advice was invaluable. This allowed us to quickly develop best practices to keep our employees safe, understand new OSHA requirements, learn about the Paycheck Protection Program, and to gain an understanding of constantly changing legislation. Through it all, we were reminded that we truly are "Better Together."

Now....vaccines are changing the landscape, and the economy has regained its strength. It is time to adjust the dial, re-focus on the future, and work to make each of our companies the best they can be. This meeting will provide us with key takeaways that will help position our companies for years to come.

We have an excellent lineup of speakers who will cover topics chosen to help us guide our companies. We will explore the importance of employee engagement and will learn methods to improve the engagement in our own companies. We will review the value of succession planning and discuss details that must be considered. We will enrich our skills in the critical disciplines of pricing and negotiation, receive regulatory updates from The Franklin Partnership, and gain timely economic insight from ITR Economics.

I truly hope you will join us for a valuable and enjoyable 2021 Annual Meeting.

Sincerely,

A handwritten signature in blue ink that reads "Tom Halladay". The signature is written in a cursive, flowing style.

Thomas Halladay  
PMPA President  
President, H & R Screw Machine Products, Inc.



# SCHEDULE

## THURSDAY, OCTOBER 7

8:00am - 11:00am	Finance Committee Meeting
12:00pm - 4:00pm	Board of Directors Meeting
4:00pm	Registration Desk Opens
4:00pm - 5:00pm	Technical Members Meeting
6:00pm - 8:00pm	Welcome Reception and Dinner

## FRIDAY, OCTOBER 8

7:00am	Registration Desk Opens
7:00am - 8:00am	Group Breakfast <i>Mimosa Bar Hosted by PMPA Educational Foundation</i>
8:00am	Call to order / Announcements
8:15am - 9:45am	Session: Profitable Succession Planning: How Focusing on Employee Engagement sets up Succession Planning
9:00am - 11:00am	Spouse/Guest Event: Carriage Tour
10:15am - 11:45am	Session: Who Comes Next? Employee Succession Planning
12:00pm - 1:00pm	Group Lunch/Women of PMPA Lunch
1:00pm - 1:15pm	State of PMPA
1:15pm-2:45pm	Breakout Session: Engaging for Success - What the Numbers Say
3:00pm - 4:30pm	Session: Manufacturing Policy in Washington
5:30pm - 7:00pm	PMPA Leading the Way: PAC Reception

**OPEN NIGHT: Dinner on your own**

## SATURDAY, OCTOBER 9

7:00am	Registration Desk Opens
7:00am - 8:00am	Group Breakfast
8:00am	Call to order / Announcements
8:15am - 9:45am	Session: Planning and Navigating with Assurance
10:15am - 11:45am	Session: Steel, Chips and Freight: Managing Your Contracts in the Post-COVID World

**OPEN AFTERNOON: Lunch on your own**

5:30pm	Reception and Photos
6:30pm	Awards Dinner
7:30pm	Awards Ceremony
11:00pm	Meeting Adjourned

## SUNDAY, OCTOBER 10

7:30am	Perpetual Order of Past Presidents' Breakfast
8:00am	Wives of Past Presidents' Breakfast

# REGISTRATION

Fee Type	Meeting Cost
First Attendee	\$1800
Additional Attendee From the same company	\$900
Spouse/Guest Package*	\$700

Attendee Fees include admission to all business sessions, evening receptions, group breakfasts, lunch and Awards Banquet.

\*Spouse/Guest package includes admission to evening receptions, group breakfasts, Awards Banquet and Spouse/Guest event. Does not include admission to business sessions or Friday lunch.

**Registration Deadline: Friday, September 24, 2021**  
**Mail in or Online at [Bit.ly/Annual-Registration2021](https://bit.ly/Annual-Registration2021)**

Meeting Cancellation Policy: Meeting registration fees will be refunded in full if registrations are received by 5:00pm (EST) on September 24, 2021. Fees for cancellations after September 24, 2021 cannot be refunded, but substitutions are permitted.

## HOTEL RESERVATIONS

### Charleston Place Hotel

205 Meeting Street

Charleston, SC 29401

Phone: (843) 722-4900

Website: [bit.ly/CharlestonPMPA](https://bit.ly/CharlestonPMPA)

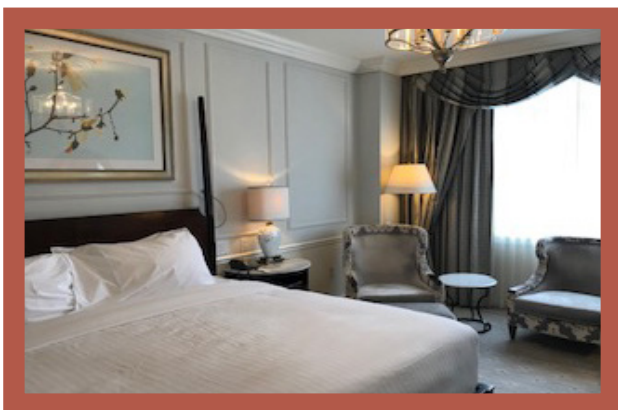
Room Rate: \$279.00 Plus Tax/Room Fee  
King/two double-size beds, based on availability at arrival.

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**Make Hotel Reservations:**  
Online: [Bit.ly/Annual-Hotel2021](https://bit.ly/Annual-Hotel2021)  
Call: (800) 831-3490

**Deadline: September 15, 2021\***

\* Cancellations must be made by 4PM local time 7 days  
prior to arrival or pay 1 night plus tax



# FRIDAY



## **Profitable Succession Planning: How Focusing on Employee Engagement Sets Up Succession Planning**

*Bill Fotsch, Open-Book Management*

8:15am - 9:45am

Most entrepreneurs and executives would like their employees to feel engaged in the business, to go the extra mile, to think and act like owners, but they aren't sure how to create that environment. Bill Fotsch, business owner and Open-Book Management coach, explains how to transform your employees from hired hands to trusted partners, increasing employee engagement, creating an accountable environment and building a partnership company worthy of a **succession** plan.



## **Who Comes Next: Succession Planning Made Easy**

*Meridith Elliott Powell, MotionFirst*

10:15am - 11:45am

With more than 75-million baby-boomers reaching retirement age, every organization needs a plan for leadership succession, but few leaders know how to start the process. In this innovative, high-energy session, Meridith Elliott Powell shares the proven strategies you need to build your leadership bench and design a succession plan that ensures the long-term growth of your organization. She'll share what it takes to build a strong talent pipeline, develop future leaders, and create a succession plan that gives you a clear competitive advantage.



## **Breakout Session: Engaging for Success-What the Numbers Say**

*Bill Fotsch, Open-Book Management*

1:15pm - 2:45pm

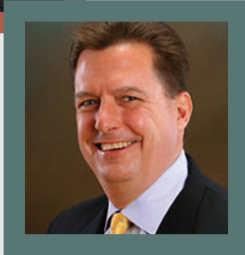
Working with Harvard Business School, Bill Fotsch has developed a tool to measure the level of economic engagement within companies. Based on private company benchmark research, they have found that the top quartile companies in economic engagement have doubled the profit growth of their peer group. Bill shares the survey results from PMPA member companies and how they compare within the benchmark research.



## **Manufacturing Policy in Washington**

*Omar Nashashibi and John Guzik, The Franklin Partnership*

3:00pm - 4:30pm



PMPA members manufacture parts, while lawmakers manufacture policy – sometimes out of thin air. How will the policies coming out of Washington DC affect manufacturing in America? PMPA's Washington lobbyists, Omar Nashashibi and John Guzik, will review the areas of taxes, tariffs and regulations, and address workforce shortages. The policies in Washington affect more than just your bottom line – learn how to help your business by understanding the potential impact of tax increases, supply chain disruptions and government intervention on your operations.

## **SATURDAY**



## **Planning and Navigating with Assurance**

*Connor Lokar, ITR Economics*

8:15am - 9:45am

2021 is winding down and it is time to prepare for the challenges and ongoing uncertainties in 2022. There are opportunities and risks ahead and we will explore them in terms of government initiatives, consumer trends, market opportunities, labor issues and production costs. We will also discuss business responses, tactics and strategies given the projected changes in the economy.



## **Steel, Chips and Freight: Managing Your Contracts in the Post-COVID World**

*Dan Sharkey, Brooks Wilkins Sharkey & Turco, PLLC*

10:15am - 11:45am

Dan Sharkey of Brooks Wilkins Sharkey & Turco, PLLC, represents more than 100 manufacturers, and concentrates his practice on supply-chain issues: negotiating contracts and litigation. He will discuss key contract issues, terms and conditions, force majeure, non-disclosure agreements, warranty issues, dealing with surprise debits, etc. He will focus on ways that manufacturers can maximize profits and minimize risk in their contracts with both their customers and suppliers.

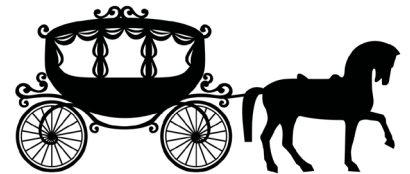


# BETTER TOGETHER



## SPOUSE/GUEST EVENT PALMETTO CARRIAGE TOUR FRIDAY 9:00 AM - 11:00 AM

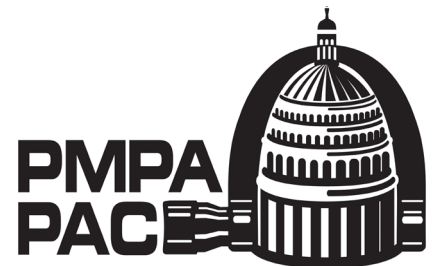
Spouses and guests of attendees will have a special opportunity to get to know each other better during this one-hour horse-drawn carriage tour through Charleston's historic streets – see houses, gardens, mansions, churches and parks; and learn about the buildings, history and architecture that make up the "Holy City."



## PAC RECEPTION LEADING THE WAY FRIDAY 5:30 PM - 7:00 PM

Join us at our annual PAC event for an open bar reception celebrating the many PMPA victories in Washington DC that support our precision machining businesses, and there have been several during the COVID crisis.

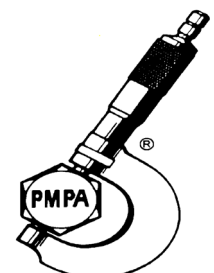
Come together with your fellow PMPA members, enjoy a complimentary reception, and learn how you can have a seat at the table through PAC participation and help lead the way for our industry.



## AWARDS BANQUET DINNER/AWARDS/DANCING SATURDAY 5:30 PM - 11:00 PM

The Awards Banquet is the highlight of the Annual Meeting - it's where we recognize and acknowledge those members who have selflessly given their time and shared their talents with PMPA over the past year. We will celebrate the transfer of the gavel to the new PMPA President, welcome a new Board of Directors, and recognize four special individuals who will be receiving PMPA's highest honor – the Gold Micrometer Award.

The evening begins with a reception and complimentary photos, followed by dinner, the awards ceremony, and music and dancing.





# 2021 PMPA Annual Meeting Registration

Charleston Place Charleston, SC October 7-10, 2021

*Registration Deadline: September 24, 2021*

Company \_\_\_\_\_

Address \_\_\_\_\_

City \_\_\_\_\_ State/Province \_\_\_\_\_ Zip/Postal Code \_\_\_\_\_

First Attendee Name \_\_\_\_\_ \$ \_\_\_\_\_  
(\$1800)

Badge Name \_\_\_\_\_

First Time Annual Attendee?  Yes  No

Dietary Restrictions \_\_\_\_\_

Spouse/Guest Name \_\_\_\_\_ \*\$ \_\_\_\_\_  
(\$700)

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Additional Attendee Name \_\_\_\_\_ \$ \_\_\_\_\_  
(\$900)

Badge Name \_\_\_\_\_

First Time Annual Attendee?  Yes  No

Dietary Restrictions \_\_\_\_\_

Spouse/Guest Name \_\_\_\_\_ \*\$ \_\_\_\_\_  
(\$700)

\*Spouse/Guest package includes admission to evening receptions, group breakfasts, Awards Banquet and Spouse/Guest event. Does not include admission to business sessions or Friday lunch.

**TOTAL FEES DUE \$ \_\_\_\_\_**

## Register:

Online at [Bit.ly/Annual-Registration2021](https://bit.ly/Annual-Registration2021)

Email this form to [registration@mpa.org](mailto:registration@mpa.org)

Mail this form with payment to PMPA Billing, 1651 Crossings Parkway Westlake, OH 44145

## Meeting Cancellation Policy

Meeting registration fees will be refunded in full if registrations are received by 5:00pm (EST) on September 24, 2021.

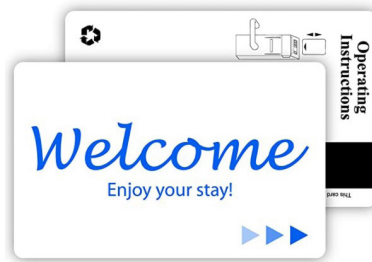
Fees for cancellations after September 24, 2021 cannot be refunded, but substitutions are permitted.

# SPONSORSHIPS OPPORTUNITIES



## Conference Bag \$3000

- Exclusive sponsor of the Attendee conference bag
- Conference bag will be imprinted with sponsor name/logo
- Plus, receive all the benefits of a Premier Sponsor



## Hotel Key Card \$3000

- Exclusive sponsor of the Hotel Key Card
- Hotel Key Card will be imprinted with sponsor name/logo
- Plus, receive all the benefits of a Premier Sponsor



## Charging Station \$3000

- Exclusive sponsor of the mobile charging station
- Charging station will be imprinted with sponsor name/logo
- Plus, receive all the benefits of a Premier Sponsor



## Gatherings \$4000

### Gatherings Available

- Thursday Welcome Reception
- Friday Breakfast
- Friday Lunch
- Saturday Breakfast
- Recognized as the exclusive sponsor of the respective gathering
- Sponsor logo prominently displayed during gathering
- Logo included on all pre-and-post conference marketing promotion
- Plus, receive all the benefits of a Premier Sponsor





**6880 West Snowville Road, Suite 200  
Brecksville, Ohio 44141**



**REGISTER TODAY!**

[BIT.LY/ANNUAL-REGISTRATION2021](https://bit.ly/annual-registration2021)

**ANNUAL MEETING 2021**

*Charleston Place, Charleston, South Carolina*

*October 7-10, 2021*

*[PMPA.ORG/Annual-Meeting](https://www.pmpa.org/annual-meeting)*