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ACIL

2019 ANNUAL MEETING

DoubleTree Hotel by Hilton Nashville Downtown
Nashville, Tennessee
October 8 - 10, 2019



ACIL

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Welcome to amazing Nashville Tennessee, and ACIL's 82nd Annual Meeting. We're anticipating an outstanding meeting experience in this beautiful, fun filled city. ACIL staff have been hard at work developing this year's event, we hope you find ample opportunity to connect with and learn from colleagues, vendors, and other national and international leaders in the testing, inspection, and certification space.

ACIL is your trade association, it prospers and derives relevance from your continued involvement in the organization's efforts. We, the leaders of your trade association, are dedicated to providing you with exceptional events and opportunities to advance your business and knowledge. We're hopeful this year's ACIL Annual Meeting exceeds your expectations. Please take advantage of opportunities we've created for you to network with others in the industry, grow your business practices and laboratory efforts, and enjoy Nashville with your friends and loved ones.

During this past year, your Board, section leaders, ACIL staff, and consultants have been hard at work leading the way for ACIL's members. Quality webinars have been presented, offered by a wide variety of knowledgeable and talented speakers. Each section has been working diligently to support to ACIL members and the stellar work typical of leaders in independent testing.

Last March, many of us met in Washington DC for a hugely successful lobbying session on Capitol Hill as well as an informative and impactful P2 Conference. ACIL members were impactful, advocating various issues for the industry to congressional staff under the capable guidance of ACIL staff and Mike Oscar. We are grateful to each participant. The P2 meeting highlighting the value of third-party independent testing to advance trade, environmental testing policy, and to inform congress of best practices for the emerging Cannabis testing laboratories. It was an exciting and rewarding P2 meeting, we look forward to sharing updates with you here in Nashville.

Please join us for what sure to be an exciting Annual Business Meeting on Thursday, October 10th at 11:45AM. Lunch will be included, it's a perfect opportunity for you to learn more about ACIL, and the many activities and initiatives we're engaged in to advance your industry.

We hope you will enjoy the special activities we have lined up for you this year, including the Networking Tour to area sites, the Welcome Reception, and the Tom Zierenberg Memorial Golf Tournament! We will continue the tradition of holding the Executive Forum, as well as offer several enlightening speakers throughout the Annual Meeting. We expect this to be a stellar meeting, and we're thrilled you're joining us in Nashville.

We welcome your feedback and continued involvement with ACIL. Thank you for embracing the unique opportunity to participate in the organization that is working hard to represent you and the independent testing industry. Enjoy your time in Nashville!

Best regards,
C Bruce Godfrey, Ph.D.
ACIL Board Chair

OUR VISION

Realizing a healthy safe environment for society through the application of unbiased, scientific testing.

OUR MISSION

Providing the independent testing community with advocacy, education, and alliances to enable members to better address environmental and product risks to the public.

SAVE THE DATE

2020 ANNUAL MEETING

OCTOBER 12 -15, 2020
HOTEL MAYA
A DOUBLETREE HOTEL BY HILTON
LONG BEACH, CALIFORNIA

Greetings

F R O M

LONG BEACH

★ CALIFORNIA ★



ACIL

THANK YOU TO OUR 2019 MEETING SPONSORS

GOLD



SILVER



BRONZE



We Simplify Science





NASHVILLE DOWNTOWN

DoubleTree Hotel by Hilton
Nashville Downtown
315 4th Avenue North
Nashville, TN 37219

TEL: 615-244-8200 **FAX:** 615-747-4894

Check-in: 4:00 pm | **Check-out:** 11:00 am

Parking:

Self parking: Not Available

Valet: \$45.00 (plus tax, per night)

WEATHER

October temperatures in Nashville typically fall between 50° F and 83° F.

MEETING ATTIRE

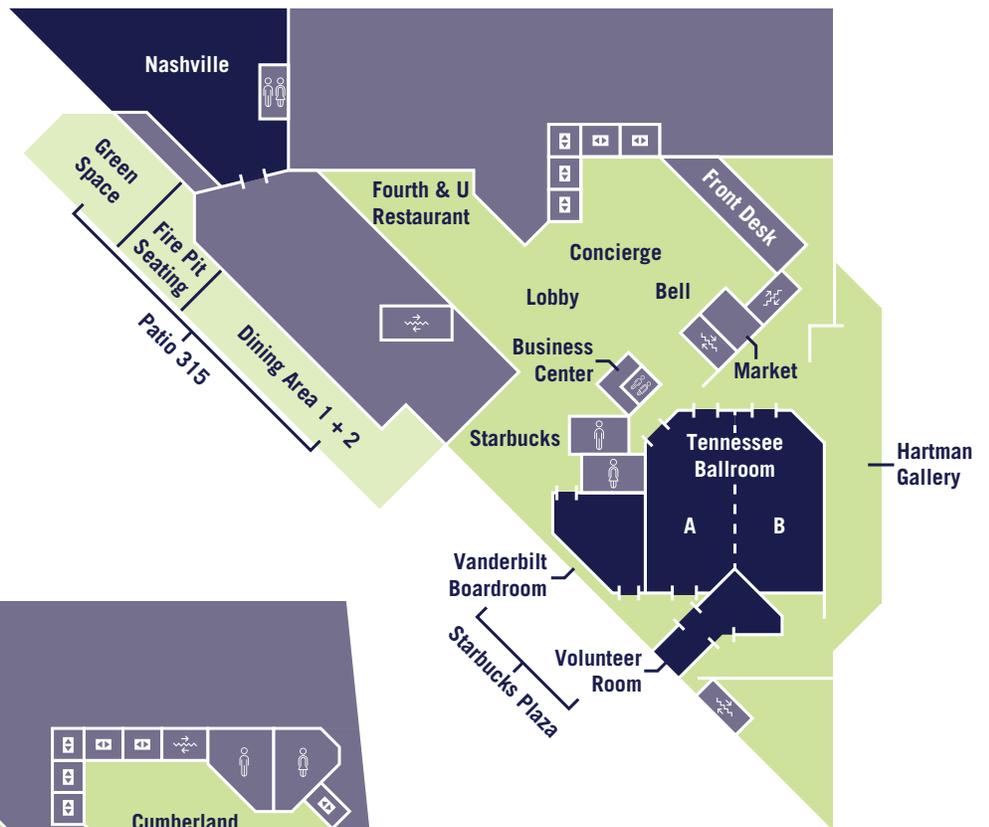
The standard dress for the meeting events and all events (including the Final Evening Reception) is business casual. Casual wear is acceptable for all off-site events, including the Networking Activity and Golf.

DOUBLETREE HOTEL BY HILTON FLOOR PLANS

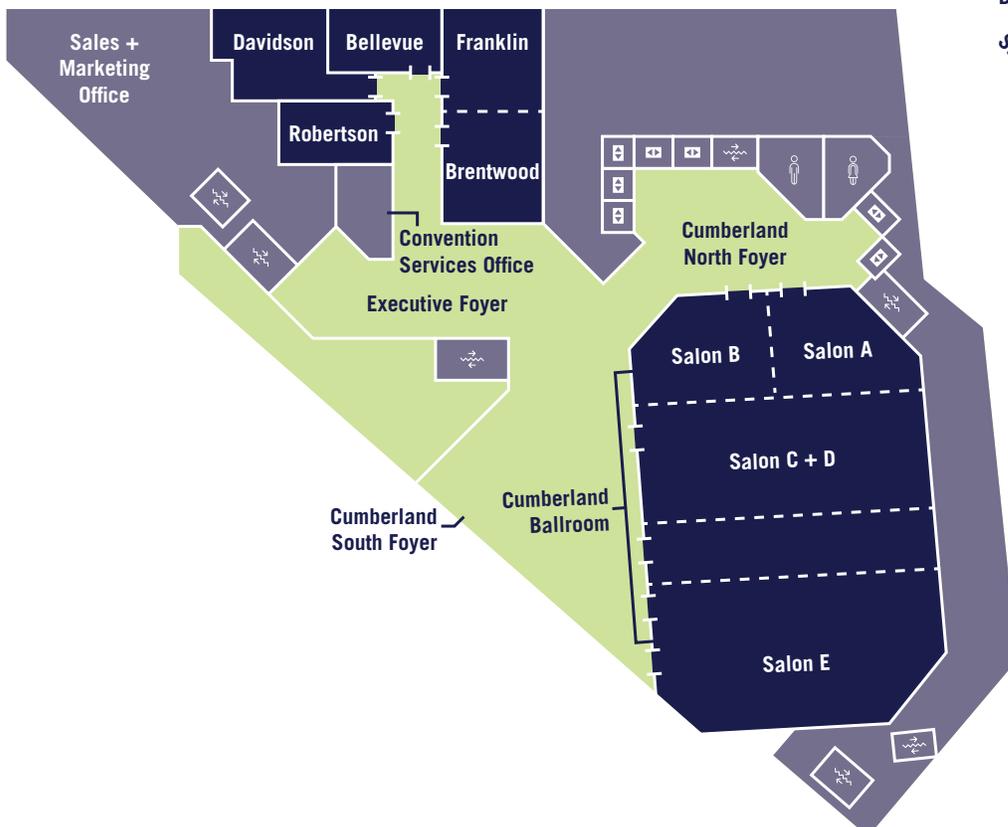
Lobby Level

Floor Map Key

-  Elevators
-  Meeting/Conference Rooms
-  Amenities/Service Areas
-  Foyer Space



BR Level





THE ACIL CODE OF ETHICS

The ACIL Code of Ethics below pays tribute to Earl Hess' legacy, enriching the laboratory community through his emphasis on ethics in business management, and establishing ACIL's Earl H. Hess Memorial Lecture Fund.

EACH MEMBER OF THE ASSOCIATION AGREES THAT IT IS THEIR POLICY TO ABIDE BY THE FOLLOWING CODE OF ETHICS

- To cooperate in elevating and maintaining the professional status of independent scientific, engineering and testing firms and in securing recognition of the value of services rendered by them.
- To assert competency only in work for which adequate equipment and personnel are available or adequate preparation has been made.
- To have a clear understanding with the client as to the extent and kind of services to be rendered, especially in fields where different grades or characters of services are offered.
- To endeavor in reports to make clear the significance and limitations of findings reported.
- To safeguard reports as far as possible against misinterpretation or misuse, and to contend against such misinterpretation or misuse.
- To oppose and to refrain from incompetent and fraudulent inspection, sampling, analysis, testing, consultation, development and research work.
- To deal honestly and fairly in all business and financial matters with employees, clients and the public.

CONFERENCE SCHEDULE

TIMES AND EVENTS SUBJECT TO CHANGE

DATE/TIME	EVENT	ROOM
TUESDAY, OCTOBER 8, 2019		
8:00 am - 12:00 pm	Board of Directors Meeting	Robertson
8:00 am - 12:00 pm	Cannabis Working Group <i>Open to anyone interested in what ACIL/ILI is doing in the Cannabis/Hemp Space</i>	Brentwood/Franklin
10:00 am - 5:00 pm	Registration Open	Cumberland S. Foyer
1:00 pm - 5:00 pm	Section Breakouts: Food Science	Brentwood/Franklin
1:00 pm - 5:00 pm	Section Breakouts: Environmental Science <i>Sponsored by Pace Analytical</i>	Nashville
1:00 pm - 5:00 pm	Section Breakouts: Conformity Assessment	Davidson
1:00 pm - 5:00 pm	Section Breakouts: Construction Materials Engineering & Testing	Tennessee
2:00 pm - 5:00 pm	Exhibitor Set Up	Cumberland Ballroom
5:00 pm - 6:00 pm	Business Practices Forum Steering Committee Meeting	Davidson
6:00 pm - 7:30 pm	Welcome Reception with Exhibitors <i>Sponsored by Pace Analytical</i>	Cumberland Ballroom
WEDNESDAY, OCTOBER 9, 2019		
7:00 am - 2:00 pm	Registration Open <i>Sponsored by Restek</i>	Cumberland S. Foyer
7:30 am - 8:30 am	Networking Breakfast and Opening Session <i>Sponsored by Pace Analytical</i>	Cumberland Ballroom
7:30 am - 8:30 am	GRC Committee Meeting	Robertson
8:30 am - 9:45 am	Opening Session & "How Corporate Culture Drives Growth" Workshop & Panel Discussion <i>Sponsored by Waters</i>	Cumberland Ballroom
10:00 am - 11:15 am	Education Session - Jason Greer, "Diversity and the Brain: What's Your Story?" <i>Sponsored by MilleporeSigma</i>	Nashville
11:30 am - 12:30 pm	Lunch	Cumberland Ballroom
12:30 pm - 6:00 pm	Tom Zierenberg Memorial Golf Tournament - Hermitage Golf Course	Offsite
1:30 pm - 5:00 pm	Networking Event - Beer, BBQ, and Bourbon	Offsite
7:00 pm - 10:00 pm	Evening on Your Own	
THURSDAY, OCTOBER 10, 2019		
7:00 am - 4:00 pm	Registration Open <i>Sponsored by Restek</i>	Cumberland S. Foyer
7:30 am - 8:30 am	Networking Breakfast with Exhibitors <i>Sponsored by CEM</i>	Cumberland Ballroom
8:30 am - 10:00 am	Exhibitor Breakdown	Cumberland Ballroom
8:45 am - 10:00 am	Keynote Presentation - Bernard Baumohl - "The Economic & Geopolitical Outlook: What Are the Risks and Opportunities Ahead?" <i>Sponsored by ThermoFisher</i>	Nashville
10:15 am - 11:30 am	Education Session - Warren Quinn, "Building a Modern Workplace: Employee Performance and the Coaching Habit" <i>Sponsored by Pace Analytical</i>	Nashville
11:45 am - 1:00 pm	Lunch and Annual Business Meeting <i>Sponsored by Agilent</i>	Cumberland Ballroom
1:30 pm - 2:45 pm	Roundtable Discussions – Facilitated by Kelly Cravenor, <i>Sponsored by Perkin Elmer</i>	Tennessee Ballroom
3:00 pm - 4:15 pm	Education Session - Kelly Cravenor, Annie Carter, and Jake Vanderboom, "Process Improvement for the Lab; Leveraging LEAN Principles to Drive Efficiencies and Productivity"	Nashville
1:30 pm - 4:00 pm	Spouse Tour – Guided Nashville City Tour	Offsite
5:30 pm - 7:30 pm	Final Evening Reception	Outdoor Patio

2019 ANNUAL MEETING SECTION AGENDAS

TUESDAY, OCTOBER 8 | 1:00PM – 5:00PM

The Essential Principles of ACIL Sections provides that meetings must comply with the antitrust rules that apply to trade associations. This means that, during any ACIL meeting, there shall be no discussion of the following: current or future prices of services; price lists or procedures for coordinating price changes, sales quotas, allocation or division of territories or clients; boycotting any party or denying any party access to markets, products, or information; commercial practices of competitors or clients; anything dealing with trade abuses or excluding or controlling competition. There is a degree of constitutional protection from antitrust liability when dealing in good faith with taking positions on legislation. Nonetheless, following the foregoing will help avoid potential problems.

CAS BREAKOUT AGENDA

DAVIDSON	
1:00 pm	Roll Call, Antitrust Statement, Welcome Statement, Chair's remarks
1:15 pm	Preston Millar Award Presentation <i>Wentworth</i>
1:25 pm	Review and Approval of August 2019 CAS Meeting Minutes
1:30 pm	3rd Party Certifier Working Group Report Annual Recap/Current Issues/Updates/Outlook – Next Twelve months <i>Daley</i>
1:45 pm	EMC Working Group Report Annual Recap/Current Issues/Updates/Outlook – Next Twelve months <i>Wentworth</i>
2:00 pm	NIST Update on FDA Pilot Conformity Assessment Program via conference call with Amy Phelps <i>Presented jointly to CAS/FSS</i>
3:00 pm	Afternoon Break
3:15 pm	State of the CAS - Review CAS Focus/Structure to Improve Value and Advocacy 2019 Objectives/Goals Review/Value Proposition/Review Executive Committee/Working Group Structure / Member Profile/Expectations/ Section Growth/New Leaders
3:45 pm	EnergyStar Updates / Other Report <i>Heirman</i>
4:00 pm	2020 Section Objectives/Goals/Strategies/Measures
4:30 pm	2020 Policies and Practices (P2) Meeting/Hill Visits – March 31 to April 2 Speakers/Program Ideas/Changes
5:00 pm	Adjourn

CMET BREAKOUT AGENDA

TENNESSEE	
1:00 pm	Roll Call, Antitrust Statement, Welcome Statement, Chair's remarks, Review – approval – September 2019 Summary
1:15 pm	<p>Improving Membership Value</p> <ul style="list-style-type: none"> a) Update on outcome of SI paper distribution <ul style="list-style-type: none"> a. Mining the AB data for accredited labs to distribute to b) Discussion on value of inviting similar organizations to attend P2/Annual Meetings or partnering opportunities (i.e. WACEL, CCRL, AMRL, others) c) Improving participation of non-active members d) Continue the discussion on hiring a consultant to organize the Value Proposition, to promote the section, and to identify and meet prospective new members
2:00 pm	A2LA 17020 and Special Inspection
2:30 pm	<p>NACLA (Richard Bright / Doug Leonard)</p> <p>Update on the plan/strategy for the review board</p> <p>What role the section can play in NACLA's and ILI's evolution?</p>
2:45 pm	<p>Independence Mark Update (Rick Allen / Scott McCasland)</p> <p>Review proposed updates to the Proof of Independence, Client Instruction Manual, and Independence questionnaire</p>
3:00 pm	Afternoon Break
3:15 pm	CMET Training Working Group – what's next
3:45 pm	Discussion on ACI Response to ACIL on timeliness of results
4:00 pm	2019 Section Objectives
4:30 pm	<p>Program Ideas for 2020 Policies and Practices (P2) Meeting - Washington, DC</p> <ul style="list-style-type: none"> • P2 Conference – Hyatt Regency Crystal City, Arlington, VA on Tues/Wed, March 31, April 1, 2020 • Section Meetings – Wednesday, April 1, 2020 • Independence Day on The Hill – Thursday, April 2, 2020
4:45 pm	Preston Millar Award Presentation
5:00 pm	Adjourn

ESS BREAKOUT AGENDA

NASHVILLE		SPONSORED BY PACE
1:00 pm	Roll Call, Antitrust Statement, Welcome Statement, Chair's remarks 15 Minute Updates - Key Topics	
1:20 pm	Government Relations Report on GRC since last Annual Meeting Follow up from Congressional Briefings in July and August Activities to engage with US Geological Survey Plans on continuing to work with members of Congress and their staffers to educate and promote our industry's reputation and positive image?	<i>Morgan/Oscar</i>
1:35 pm	Poly Fluorinated Organic Substances Update on current Congressional, EPA, USGS, State PFOS activities What will this mean for our community Current issues Lack of validated methods for compounds of interest Concerns with industry capacity Cost of gearing up for the business	<i>Morgan</i>
1:50 pm	EPA Update and Issues - (written report) EPA Office of Research and Development Reorganization Update – Status and how it may impact ACIL EPA plans to move EPA regional laboratories Problems for our industry with the reduction in EPA methods program resources. Update on EPA's FY 2019 Regulatory Activities and Planned FY 2020 Activities	<i>Friedman</i>
2:05 pm	Accreditation/Regulatory Compliance Issues Adoption by states of 2016 NELAP Standards Changes in State programs	
2:15 pm	Update on ILI Activities New webinar developed in 2019 The role of ILI in coordinating multi-lab and multi-vendor studies for new methods and/or technology. Activities planned for 2019 – 2020	<i>Kennedy/Grosser</i>
2:30 pm	"What's Amazon Got To Do With It?" – Annie Carter, Brooks Applied Labs A short session on the 14 leadership principles of Amazon and how they can drive success in a laboratory.	
3:00 pm	Afternoon Break	
3:15 pm	Preston Miller Award Presentation ESS Executive Committee nominations for 2019-2020	<i>Morgan</i>
3:25 pm	"Optimizing Laboratory Profitability" – Bruce Godfrey and Ed Wilson	
4:55 pm	A.O.B.	
5:00 pm	Adjourn	

Note: The next ESS call will take place on Thursday, November 21, 2019 at 2:00 pm ET

FSS BREAKOUT AGENDA

BRENTWOOD/FRANKLIN		
1:00 pm	Roll Call, Antitrust Statement, Welcome Statement, Chair's remarks	
1:15 pm	FDA Discussions FSMA Rules / DWPE / FDA Lawsuit / FDA Meeting	<i>Group</i>
2:00 pm	NIST Update on FDA Pilot Conformity Assessment Program via conference call with Amy Phelps Presented jointly to CAS/FSS	
3:00 pm	Afternoon Break	
3:15 pm	Preston Millar Award Presentations	<i>Griggs</i>
3:20 pm	Focus on USDA – Future Directions / Relations for FSS	<i>Olson/Bode</i>
4:15 pm	FDA Project Updates	<i>Konschnik</i>
4:30 pm	“Around the Room” – Open Discussion	<i>Group</i>
4:55 pm	A.O.B.	
5:00 pm	Adjourn	

2019 ANNUAL MEETING SPEAKERS AND EDUCATORS

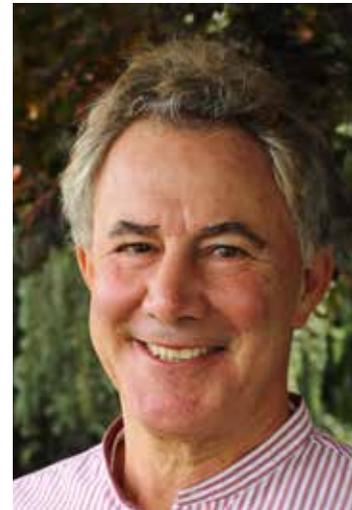
2019 CULTURE PANEL HOW CORPORATE CULTURE DRIVES GROWTH



MICHELLE BRISCOE



JAMES J. KUHN, P.E.



DANIEL PRINCE

Culture is the hottest topic these days, and it sounds wonderful, but does all of the “touchy-feely” stuff really help your organization reach its financial and growth goals? And if leaders spend a ton of time on “culture,” how do they get stuff done?

This “hybrid” workshop/panel discussion will be moderated by Warren Quinn, CEO of HUMANS AT WORK, and will feature four leaders of independent labs who are working on, and struggling with, these issues.

Facilitated by Warren Quinn

MICHELLE BRISCOE

Michelle Briscoe is the President/CEO of Brooks Applied Labs, a specialty analytical chemistry laboratory located in the Seattle area that specializes in analytical services and consulting related to metals and metals and speciation, serving the environmental, food/supplement, pharmaceutical, and biomedical testing sectors. In this role, she is responsible for all business operations, including laboratory services, research and development, quality assurance, customer service, finances, and business development. For over 27 years, Ms. Briscoe has been involved in the analysis and method development for trace metals and metals speciation, including 18 years at the Vice President or C-suite level. Ms. Briscoe is a graduate of Western Oregon University, where she earned a BS degree in Chemistry and Physics.

Ms. Briscoe has been an active member of ACIL since 2013, participating in both the ESS and the FSS sections. She is currently the co-chair of the ESS, the chair of the Business Practices Forum steering committee (which supports the needs to small business ACIL members), and a member of the ACIL Board of Directors.

JAMES J. KUHN, P.E.

James J. Kuhn, P.E., is the President of both Atlantic Testing Laboratories, Limited and ATL Engineering, P.C. He has over 25 years experience in construction materials engineering and testing, geotechnical engineering, subsurface investigations, landfill construction, and concrete mix designs.

Jim received his BS in Civil and Environmental Engineering from Clarkson University in 1994, and is a Licensed Professional Engineer in multiple states. He is responsible for monitoring and managing the daily operations of a ten office corporation, with primary responsibility of strategic planning and engineering oversight.

Jim is very active in many professional organizations related to engineering and materials testing. He is the Immediate Past Chair of the American Council of Independent Laboratories, and President of the New York State Society of Professional Engineers. Additionally, he plays an active role with NorthEast Transportation Technician Certification Program, Foundation for Engineering Education, Practicing Institute of Engineering, American Society of Civil Engineers, and American Concrete Institute.

Jim resides in Clifton Park, New York with his wife Shannon and their two sons, Larry and Nate.

DANIEL PRINCE

Dr. Daniel Prince has about 35 years' experience in industrial biology with emphasis on compendial microbiology validation including sterilization by Steam, Irradiation, ETO, and Dry heat. His newest venture is as CEO of Prince Sterilization Services. He also is the second generation owner of Gibraltar Laboratories founded in 1970 and is especially proud of its very strong record of regulatory compliance and audit inspections by the FDA and its customers. Gibraltar is a contract research and testing laboratory with a very broad scope of scientific services. His laboratory has helped guide many ethical drugs and consumer products through FDA approval and further helped those companies with substantiated marketing claims. He has a Bachelor's degree from Clark University, a Master's of Science in microbiology from Rutgers University and a joint Ph.D. in molecular biology from University of Medicine and Dentistry of NJ and Rutgers University. Throughout his life he always has been engaged as a leader in organizations, talent recognition- development, culture, boards and sports team. He has carefully guided Gibraltar from a small family business to a mid-sized company concentrating on innovation and excellence through a culture of team, learning, excellence, respect and growth. Recently he sold a majority stake of Gibraltar to Sotera Health and serves as Chief Scientific Officer. Outside of work his passions are his family, tennis, NJ Devils Hockey and learning new things. He is happily married to his wife Mercy and loves spending time with her at work and at home and he is very proud of his children, Jason, Derek and Kelly. He owes much of his success to his parents Dr. Herbert and Leah Prince.



JASON GREER

Jason Greer is Founder and President of Greer Consulting, Inc. (GCI), a Labor Management and Employee Relations Consulting firm located in St Louis.

Jason is the “Go To” Diversity Expert for WTOP Radio in Washington DC and a trusted source in the latest race and labor relations news for media across the country, including *The Wall Street Journal*, *Forbes* and *FOX News Radio*. He provides insight into breaking stories such as the Charleston church shooting, Ferguson, national work stoppages and more.

Highly rated CBS, ABC, and iHeart Media Network stations in top markets including New York City, Chicago, Dallas, Detroit, DC and Atlanta have all called upon Jason Greer’s expertise, not to mention the national Westwood One and SiriusXM Radio Networks.

In addition to his work as a National Media Expert, Jason Greer is also a #1 Amazon.com Best Selling Author for the book *People Matter Most*.

Jason Greer’s educational background includes:

- Bachelors in Social Work and Social Psychology (BSW) from Valparaiso University, Indiana (Cum Laude)
- Masters in Social Work (MSW) from Washington University, St. Louis (Valedictorian)
- Masters in Human Resources and Industrial Relations from The University of Illinois, Urbana Champaign
- Advanced Certificate in Business Administration from The University of Illinois, Urbana Champaign

Jason Greer is widely known for his work in the area of racial reconciliation based upon his experiences as a victim of cross burnings and racial harassment by the Knights of Ku Klux Klan. This story and the resulting lessons have been given new perspective in his keynote, *Diversity and The Brain: What’s Your Story?*, wherein he champions and celebrates diversity as a means of overcoming barriers to success and experiencing the best that an organization and/or community has to offer.

DIVERSITY & THE BRAIN: WHAT'S YOUR STORY?

PRESENTED BY JASON GREER

The Diversity & The Brain: What's Your Story? Presentation is all about removing the stigma associated with Diversity and teaching people to embrace our commonalities without focusing unnecessary attention on our differences.

By tapping into our internal "stories" we begin to understand how to look beyond surface level details such as color, gender, sexual orientation, etc. By focusing in on breaking down the proverbial walls that separate us, companies and organizations will realize a greater sense of relatedness and productivity among the work force.

Jason Greer's approach to diversity training has been described as a "complete breath of fresh air" because he expands the conversation about diversity. He inspires and challenges the audience in such a way that people walk away with a greater understanding and appreciation of our commonalities. Jason digs deep below the surface of the issues, exploring how the human brain comes pre-hardwired to send cautionary alerts when faced with input from "others" that are not like us. Then he demonstrates how "brain chemistry isn't destiny," and leaves his audience with actionable steps to achieve their personal and corporate goals.



BERNARD BAUMOHL

Bernard Baumohl is chief global economist at The Economic Outlook Group. He is well known for being ahead of the curve in assessing the direction of the U.S. and world economy. The *Wall Street Journal* ranked him as the most accurate economic forecaster for 2018.

Mr. Baumohl began his career as an analyst with the Council on Foreign Relations, a think tank specializing in international affairs and national security. He later served as an economist at European American Bank with responsibilities to monitor the global economy and develop forecasts. Mr. Baumohl was also an award-winning economics reporter with *TIME* magazine who covered the White House, Federal Reserve and Wall Street.

A sought out international speaker, he frequently makes keynote presentations before conferences, workshops and legislatures on the latest economic and geopolitical outlook. In addition to his current post as chief global economist, Mr. Baumohl is on the faculty of the New York Institute of Finance, where he conducts seminars on how forward-looking economic indicators can help business leaders better foresee turning points in the economy. He has also previously lectured at NYU and Florida Gulf Coast University.

Mr. Baumohl is a member of the monthly *Wall Street Journal* Economic Forecast Panel and his projections on the economy and geopolitical trends are frequently cited in the *New York Times*, *Washington Post*, *Business Week*, *Financial Times*, and on National Public Radio. He also served as a regular commentator on TV's *Nightly Business Report*.

Mr. Baumohl is author of *The Secrets of Economic Indicators: Hidden Clues to Future Economic Trends and Investment Opportunities* (Pearson Education). The best-selling book is in its 3rd edition and has been translated into several languages, including Chinese, Japanese, Russian, and German.

He is also a recipient of the John Hancock Award for Excellence in Financial Journalism, and is a member of the National Association for Business Economics and the American Economic Association. Mr. Baumohl has a Master's degree in International Affairs and Economics from Columbia University.

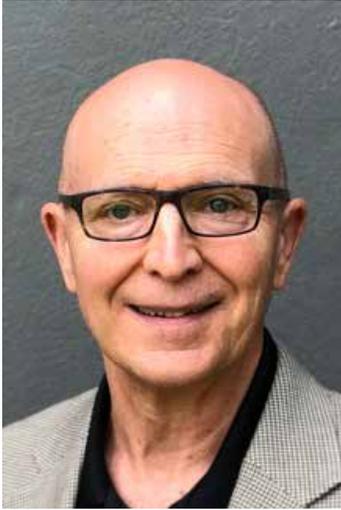
THE ECONOMIC & GEOPOLITICAL OUTLOOK: WHAT ARE THE RISKS AND OPPORTUNITIES AHEAD?

PRESENTED BY BERNARD BAUMOHL

Rarely have business leaders and consumers confronted so much uncertainty about the future. Simply put, we live in a crisis -prone global economy. There is political paralysis in Washington, an on-going trade war, supply chain disruptions, economic distress in Europe, dangerous conflicts in the Middle East and rising tensions in the South China Sea. You can almost hear the geopolitical pot boiling furiously. Yet the sobering fact is corporate managers and investors still need to make decisions and be able to justify them! Mr. Baumohl tackles all the key issues. Using facts and humor, he presents a compelling and politically unbiased assessment of current and future business conditions.

Topics will include:

- What changes can we expect from trade policies, supply chains, the housing market and infrastructure?
- How strong will consumer and business spending be?
- What is the path of interest rates, inflation and oil prices?
- Who will be the leaders and laggards in the world economy?
- Which economic and geopolitical risks pose the greatest danger to business?
- What actions can companies take to protect against such shocks?



WARREN QUINN

Warren Quinn is the CEO of HUMANS AT WORK, providing private executive advisory, organization development consulting, and INSIGHT Leadership Group facilitation. He is the Executive Director of the American Subcontractors Association (ASA) of Baltimore, and is a Certified Practitioner for The Leadership Circle 360 Profile™. As a volunteer, Mr. Quinn is a dedicated blood donor and is President of The Initiative Baltimore, a 501(c)(3) organization that strives to inspire young men to lead their communities through civic engagement, community development and political leadership. As a speaker, Warren focuses on the business owner's need to develop a new skillset to transition to the next phase of their lives and how positive human relationships in the work environment contribute to business success.

After starting his career in the landscape construction trade following his undergraduate work in Political Science at Hampden-Sydney College, Warren received his Doctor of Law (JD) degree from Emory University and practiced general corporate law for several years. He then spent 18 years at the American Nursery & Landscape Association learning non-profit best practices from his mentors and peers in the association executive profession. While with ANLA, he led the development and delivery of elite education and business services to over 1,700 closely-held companies and mentored the leadership development of the CEOs, presidents, and owners of those firms. Starting in 2013, when ANLA merged with another organization and moved its headquarters to Ohio, Mr. Quinn began his executive leadership coaching practice, including two years as a Vistage Chair.

In the non-profit sector, Warren is a merger specialist and is recognized for his work in developing and maintaining the association management "body of knowledge" through his service for several years writing exam questions as a member and chair of the Certified Association Executive (CAE) Item-writing Committee and serving as a member of the CAE Commission and the CAE Appeals Committee, and through his presentations as a speaker at ASAE educational events.

His unique journey, combining executive and hands-on operational experience in both the non-profit and for-profit sectors, in addition to his legal background, informs a powerful approach to leadership and organization development.

BUILDING A MODERN WORKPLACE: EMPLOYEE PERFORMANCE AND THE COACHING HABIT

PRESENTED BY WARREN QUINN

Your organization is likely struggling with how best to respond to a labor market that no longer supports old-school “command and control” cultures and demands that you meet the individual needs of your employees. You may believe that it’s just not possible to “coddle” an employee and also get “peak performance” from them, but it’s clear that “because I said so and I pay you” is no longer a sufficient inducer of loyalty or productivity and you need to figure this out.

In this interactive, “no PowerPoint” session, you will learn:

- How the “Millennial Message” is permeating every level and every generation in your workforce, and what that means to you and your business
- Why the traditional goal of “worklife balance” is being replaced by “purposeful work,” and how to unlock the talents and commitment of your employees
- What employees expect (need) from employers in exchange for their loyalty and productivity
- Why focusing on “goals” or “values” is not as effective as focusing on “behaviors” instead
- Why “power and authority” no longer flow from traditional sources, like position, age, tenure, or gender . . . and what has replaced them so that work gets done and the organization succeeds
- The basic coaching “habits” and what you and your organization need to do before you can coach anyone else



ANNIE CARTER

Annie joined Brooks Applied Labs in 2004. She has held a variety of roles including analyst, group leader, instrumentation installation and support, lab manager, and her current position as Vice President. She has extensive practical laboratory experience and has developed and modified numerous methods for use in the lab and presented her work at a variety of conferences. She has been key in the installation and maintenance of specialized analytical instrumentation and oversees the training and management of BAL's diverse staff.



KELLY CRAVENOR

VICE PRESIDENT OF EST ANALYTICAL

Kelly leads the strategic planning and operational business actions for EST analytical, a global manufacturer of analytical instruments with offices in the United States, Netherlands, and China.

Prior to EST analytical, Kelly served in senior management roles at Procter & Gamble managing cross functional initiatives globally including Marketing, Operations, Human Resources, and Business Development. He serves on the board for the Exodus Experience, an organization focused on minority youth growth and education and as a contributor for the Job Search Focus Group (JSFG) both non-profit organizations in the greater Cincinnati area.

Kelly currently serves on the ESS Executive Committee for ACIL.



JAKE VANDERBOOM

VP, CUSTOMER EXPERIENCE & LEAN

Jake Vanderboom joined Pace Analytical in 2012. He has served as Account Executive in Pace's Life Sciences division, and previously directed the company's strategic growth efforts. Since 2016, he has led the company's Lean initiative, and is now applying Lean operating concepts to improve the customer experience. Jake received his B.S. in Business Administration from the University of Southern California.

PROCESS IMPROVEMENT FOR THE LAB: LEVERAGING LEAN PRINCIPLES TO DRIVE EFFICIENCIES AND PRODUCTIVITY

PRESENTED BY ANNIE CARTER, KELLY CRAVENOR, & JAKE VANDERBOOM

This interactive workshop will enable participants to learn process improvement best practices from their peer group by sharing what has and hasn't worked, learn basic LEAN principles, and learn how LEAN principles can be implemented in a lab environment.

SAVE THE DATE

P2 2020

WASHINGTON, DC
MARCH 30 – APRIL 02, 2020



ACIL

AVAILABLE ACTIVITIES

WEDNESDAY, OCTOBER 9TH

TOM ZIERENBERG

MEMORIAL GOLF TOURNAMENT

12:30 pm - 6:00 pm

Hermitage Golf Course

Cost: \$150, Club Rental: \$50

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BBQ, BEER, AND BOURBON

NASHVILLE ADVENTURE

1:30 pm - 5:00 pm - Networking Activity

Cost: \$100

Learn the stories behind three of Nashville's most popular food and drink destinations! You'll go behind the scenes to get a taste of the best the Music City has to offer. Sip a frosty seasonal pint at local craft brewery Bearded Iris Brewing while relaxing in their taproom. This new Nashville beer maker has been named one of USA Today's "10 Best New Breweries," was on Food & Wine's list of "Best Craft Breweries 2018" and has one of Men's Journal's "50 Best Craft Beers In America!"

Immerse yourself in culinary tradition at Edley's Bar-B-Que sampling a flight of house smoked meats paired with three Tennessee whiskeys. Go straight to the good stuff learning about barbecue techniques and sampling housemade staples. And sample Nashville's best selling bourbon along with other award winning whiskeys after your in-depth tour at Nelson's Green Brier Distillery, the home of Belle Meade Bourbon.



AVAILABLE ACTIVITIES

THURSDAY, OCTOBER 10TH

DOWNTOWN NASHVILLE SPOUSE & GUESTS TOUR

1:30 pm - 4:30 pm
Cost: \$40

In the comfort of a private, chauffeur driven vehicle you'll be guided around Nashville offering a tour of downtown, Music Row and the West End areas seeing the points of interest and hearing great stories about them. Because this is a personalized tour, you'll be able to get your driver to move at your pace and stop when you'd like and make any kind of detours you wish. Don't take too long in one spot though because following your overview tour, your driver will be taking you to the historic 12 South neighborhood for some leisurely shopping in Nashville's highest concentration of boutique shopping including Reese Witherspoon's Draper James shop, the world renowned denim shop Imogene + Willie, and Whites Merchantile just to name a few. Following your excursion, you'll be delivered safely back to the comfort of your hotel.

NASVHILLE, TN

THINGS TO SEE AND DO



GRAND OLE OPRY

Come see the music hall that has not only showcased but launched many country music artists. Your trip to Nashville wouldn't be complete without a visit to country music's most famous stage. Visitors flock from all over the globe to see legendary performers at this iconic site.

Learn more: <https://www.opry.com/about>

RIVERFRONT PARK

Riverfront Park was built in the 1980's to celebrate Nashville's history on the river. View a replica of the first settlement built in the 1790's along the riverfront, as well as sculptures and art installations that enhance the views of the Cumberland River. Nashville's industrial heritage is on full display at Riverfront Park.

Learn more: <http://www.nashvilleriverfront.org>

COUNTRY MUSIC HALL OF FAME

More than just a museum, the Country Music Hall of Fame is a full experience filled with lights, colors, history, and, of course, sounds that will make this destination a must-see. View costumes, sheet music, and more while visiting this incredible celebration of the best of country music.

Learn more: <https://countrymusichalloffame.org>

BELLE MEADE PLANTATION

Travel back in time to a historic Nashville horse farm that temporarily served as the headquarters for a Confederate general. Tour the mansion, grounds, and numerous out-buildings to dive into Nashville's Confederate history. This location was also the site of Civil War battles, and today includes a winery on the expansive grounds.

Learn more: <https://bellemeadeplantation.com>



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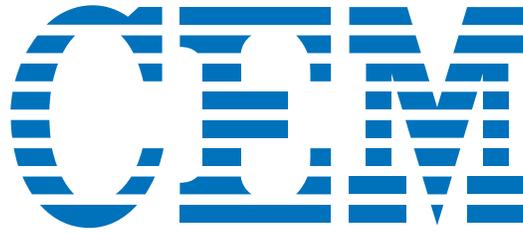
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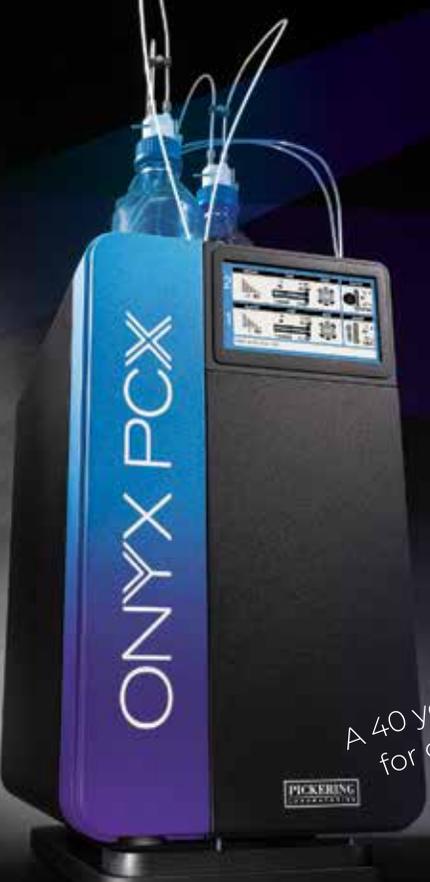
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