

PEMA® 2021 FALL MEETING
Hotel Emeline • Charleston, South Carolina
September 13-14, 2021



MONDAY • SEPTEMBER 13, 2021

10:00 a.m. – 12:00 p.m. **Board of Directors Meeting**
Newhaven

12:45 p.m. – 2:00 p.m. **Registration**
Haynes Street Gallery foyer

1:30 p.m. – 3:00 p.m. **Post Covid-19 Opportunities and the New Administration: Actions, Tactics, and Strategies to Grow Your Business in a Growing Economy**
Haynes Street Gallery
Gene Marks, CPA, President & CEO, The Marks Group

The vaccines are here and Covid-19 will soon be a thing of the past. So, what does this mean for your company, your people, your partners and your community? What new issues will we be facing? What investments should we be making? How will the economy fare? What will the administration in Washington do to help fund our way out of recession and how will that impact your operations? What are smart leaders around the country doing to navigate their companies towards growth and profitability over the next two years? Among the topics Gene will cover:

- A look at little-known, high-frequency weekly and monthly data that underlies the core manufacturing, services and construction industries that will help you better understand the economy and better predict future downturns and growth.
- A review of the latest legislation and White House and congressional activity in DC with emphasis on business matters such as labor, healthcare, taxes and regulations that will affect your company;
- Opportunities that have been accelerated by the pandemic and how to leverage labor disruption, new markets, funding sources, work from home and new workplace practices to keep employees happy, productive and loyal;
- The latest technologies that require review and investment which will ensure further growth in your industry;
- Operational tactics to help address inventory, labor and overhead challenges as a result of supply chain and inflationary pressures on prices and costs.

3:00 p.m. – 3:15 p.m. **Break**

3:15 p.m. – 4:45 p.m. **HR on the Other Side**
Haynes Street Gallery
Hunter Lott, HR Consultant, Principal, HunterLott.com

Buckle up...2021 is going to be a bumpy ride! Strategize HR like a general going into battle...like a coach planning for the big game. Execute HR with flexibility...like Elastigirl, the Mom in the Incredibles movies. What got us here, will NOT get us there. For most of us, it's not about going back to normal, but what's next. Get out of the baby-sitting business and examine better HR decision-making on the other side. Ask yourself: Are These Really in Your Best Interest:

- Putting new employees on a probation or introductory period.
- Waiting to have an "honest" conversation until the exit interview.
- Driving Millennials out because that's not the way we did it "in my day!"
- Your new employee is having a boring first day.
- Keeping salaries a secret.

- Having a corporate culture that treats everyone the same. PEMA members are encouraged to submit questions in advance of the meeting. In an interactive session, Hunter will address:
- Hire Fast...Be so well prepared you could make the offer at the first interview.
- Fire Fast...How many times have co-workers said, "What took you so long?"
- Please Sue Me...Pick your biggest HR liability between workers comp, wage & hour and sexual harassment.
- Generations...OK Boomers, get over it!
- Decision-Making... "In any moment of decision, the best thing you can do is the right thing, the next best thing is the wrong thing, and the worst thing you can do is nothing." *Theodore Roosevelt*
- Leadership...Performance Management...Disruptive Innovation...Valuing diversity and inclusion...Leading employees and managing workplace behavior.
- I Wouldn't Do That...Old school HR practices including probationary periods, treating everyone the same and use-it-or-lose-it keep us in the baby-sitting business.
- COVID-19...Testing, facial covering, accommodating, reductions-in-force, and vaccination... Your top 5 pandemic related questions answered.

4:45 p.m. – 5:00 p.m.

Break

5:00 p.m. – 5:20 p.m.
Haynes Street Gallery

Member Profile: Cyclonaire
Scott Schmid, President

5:20 p.m. – 5:40 p.m.
Haynes Street Gallery

Informa Update
Steve Everly, Group Event Director and Nick Phelps, Sales Director

5:40 p.m. – 6:00 p.m.
Haynes Street Gallery

PEMA Business Meeting
PEMA President Rod Henricks presiding

6:15 p.m. – 7:00 p.m.
The Courtyard

Networking Reception, sponsored by Informa

7:00 p.m. – 9:00 p.m.
The Courtyard

Dinner

TUESDAY • SEPTEMBER 14, 2021

7:45 a.m. – 8:45 a.m.

***Private Dining Room, Kingston,
New Haven, Newport***

Breakfast Roundtables

The New Normal: What changes has your company been forced to make due to the Pandemic that you are considering making a part of “normal operations” as things get settled? Will you be keeping some employees on a work from home basis? Will you be using tech like ZOOM to replace some in-person sales calls? What collaboration tools are you using to share information in real time? What company events and rituals have you adapted to a changed office structure? Are you requiring all employees to be vaccinated? What consequences, if any, have you imposed for those refusing to get vaccinated from restrictions to dismissal? Are you requiring or requesting copies of employees' vaccination cards? Do policies vary for those who travel versus for those only working at the plant/office?

Remote Workers: Have you or do you plan to implement a Remote Worker policy as we move out of pandemic restrictions or are all employees expected to return to the plant/office? Will your policy be optional or only for certain groups such as production versus office or sales versus accounting? How will you measure productivity? How will you manage the administrative challenges of a remote workforce?

Where is the Labor?: How are you dealing with the lack of labor due to the extra unemployment payments? What new techniques are you employing to solve staffing issues in this environment?

Examples: Hiring College Students who are not eligible for unemployment but need extra cash. Flex schedules.

9:00 a.m. – 12:00 p.m.

Haynes Street Gallery

Workshop for Leadership: Preparing You for the Next Generation

Phil Gwoke, BridgeWorks

A new generation is emerging in the workforce—new expectations, work preferences, and all—so now is the time to develop a sense for who they are and what they bring to the table. This workshop will teach you everything you need to know about Gen Z and young Millennial employees. We will focus exclusively on the young talent joining your ranks, present their unique background and traits, and discuss what you can expect when working with them. Prepare to walk away with a better understanding of next-gen communication preferences and motivators as well as actionable tips and strategies for how to get the most out of them.

10:30 a.m. – 10:45 a.m.

Break/Hotel Check-out

12:00 p.m.

Wrap-up/Adjourn