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Oct. 13-15, 2020

PRECAST.ORG/CONVENTION

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Greetings,

Welcome to the virtual NPCA 55th Annual Convention! While I would have preferred to welcome you to our planned destination on Amelia Island, Fla., I’m glad that we still are able to hold this meeting in some fashion.

There is no doubt that this global pandemic has created various challenges for us personally and professionally, and that it will continue to impact our lives for quite some time. However, there will be an end, and we will get back to some version of “normal.” It’s important to maintain that perspective and remember there is a finish line just ahead.

We have designed this meeting to help prepare you for what lies ahead by lining up experts on critical topics such as onboarding in order to reduce turnover, workforce development, and a deep dive on the economic outlook as it relates to various segments of the construction economy. This key information will help you improve your businesses today and prepare you for what 2021 likely has in store.

We are watching the data closely and, as of today, we still are planning on holding the in-person Precast Show in New Orleans. Let’s keep the faith and I sincerely hope to see you all in person very soon.

Sincerely,

Jon Ohmes
NPCA 2019-20 Chairman
**Tuesday, October 13**

**Grand Opening**
11:00 a.m. – Noon EDT

**Welcome and Overview**
Jon Ohmes, NPCA 2019-20 Chairman
Fred Grubbe, MBA, CAE, President, NPCA

**Keynote Speaker**
Secretary Elaine L. Chao, U.S. Department of Transportation

**Economic Outlook**
Ken Simonson, Chief Economist, Associated General Contractors of America

**Education – Onboarding Best Practices for Millennials and All Employees**
12:30 p.m. – 1:30 p.m. EDT
Bob Verchota, MHA, SPHR, Owner and Senior Consultant, RPVerchota & Associates

**Committee Meetings**
2:00 p.m. – 3:30 p.m. EDT
- Engineering & Technology Committee
- Environmental Subcommittee of the Safety Committee
- Microbial Induced Corrosion (MIC) Task Force
- Underground Products & Infrastructure Committee

**Wrap-up and What’s Next**
3:30 p.m. EDT
Jon Ohmes, NPCA 2019-20 Chairman

**Wednesday, October 14**

**Annual Business Meeting**
11:00 a.m. – Noon EDT
Jon Ohmes, NPCA 2019-20 Chairman
Ron Sparks, NPCA 2019-20 Chair-Elect
Mark Wieser, NPCA 2019-20 Secretary/Treasurer
Kirby O’Malley, NPCA Foundation Chairman
Fred Grubbe, MBA, CAE, President, NPCA

**Virtual Plant Tour – Columbia Precast Products**
12:15 p.m. – 1:00 p.m. EDT
Ron Sparks, NPCA 2020-21 Chairman; General Manager, Columbia Precast Products

**Education – Construction's ReCOVery from COVID-19: How Soon? How Strong?**
1:30 p.m. – 2:30 p.m. EDT
Ken Simonson, Chief Economist, Associated General Contractors of America
Moderator: Joel Sheets, NPCA 2020-21 Secretary/Treasurer; Vice President and General Manager, Tindall Corporation

**Committee Meetings**
3:00 p.m. – 4:30 p.m. EDT
- Education Committee
- Grease Interceptor Task Force of the Wastewater Treatment Products Committee
- Quality Assurance/Quality Control Committee
- Transportation Infrastructure Products Committee

**Wrap-up and What’s Next**
4:30 p.m. EDT
Fred Grubbe, MBA, CAE, President, NPCA
Thursday, October 15
Overview
11:00 a.m. EDT
Ron Sparks, NPCA 2020-21 Chairman

Committee Meetings
11:15 a.m. - 12:45 p.m. EDT
Above Ground Committee
Outreach Committee
Safety Committee
Wastewater Treatment Products Committee

Education – Workforce Development in the COVID-19 Economy
1:15 p.m. - 2:45 p.m. EDT
Alex Morales, M. Ed., Director of Workforce Development, NPCA

Industry Awards and Closing Address
3:15 p.m. - 4:15 p.m. EDT
Awards and Acknowledgment
Ron Sparks, NPCA 2020-21 Chairman
Jon Ohmes, NPCA 2020-21 Immediate Past Chairman
Closing Address
Ron Insana, Senior Analyst, CNBC & Financial Industry Expert

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Tuesday, October 13

11:00 a.m. – Noon EDT
EDU1 – Keynote Speaker

The grand opening will kick off with a welcome to the meeting from NPCA 2019-20 Chairman Jon Ohmes, Champion Precast, and NPCA President Fred Grubbe. Next, the session will feature a personal message to attendees of the Annual Convention delivered by U.S. Secretary of Transportation Elaine L. Chao. The meeting will conclude with an update on the construction economy by Associated General Contractors of America (AGC) Chief Economist Ken Simonson.

Secretary Elaine L. Chao, U.S. Department of Transportation

Speaker Biography
Secretary Elaine L. Chao is currently the U.S. Secretary of Transportation. History already knows her as the former U.S. Secretary of Labor — the first Asian American woman in our country’s history to be appointed to the President’s cabinet.

Secretary Chao has a distinguished career in the private, public and nonprofit sectors. She was a transportation banker in the private sector, and worked on transportation issues at the White House. She then served as Deputy Maritime Administrator; Chairman of the Federal Maritime Commission; and, Deputy U.S. Secretary of Transportation. She also served as Director of the Peace Corps, and President and CEO of the United Way of America.

Secretary Chao is a strong advocate for safety, and the importance of infrastructure and innovation in our nation’s economic competitiveness and economic growth. As Secretary of Labor, she focused on increasing the competitiveness of America’s workforce in a global economy, promoted job creation, and achieved record results in workplace safety and health.

She earned her MBA from the Harvard Business School, and is the recipient of 37 honorary doctorate degrees.

Economic Outlook
Ken Simonson, Chief Economist, Associated General Contractors of America

Speaker Biography
Since 2001, Ken Simonson has been the chief economist of the Associated General Contractors of America, the leading trade association for the construction industry. His weekly summary of economic news relevant to construction, The Data DIgEst, goes to 47,000 subscribers. He was the 2012-2013 president of the National Association for Business Economics, the professional organization for individuals who use economics in their work. Currently, he serves as an appointed member of the Census Scientific Advisory Committee. Ken has 40 years of experience analyzing, advocating and communicating about economic and tax issues. He earned a bachelor’s degree in economics from the University of Chicago and a master’s degree in economics from Northwestern University.

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NOTES
12:30 p.m. – 1:30 p.m. EDT
EDU2 – Onboarding Best Practices for Millennials and All Employees
Bob Verchota, MHA, SPHR, Owner and Senior Consultant, RPVerchota & Associates

Reducing turnover and fast-tracking new employees to productivity is a key business imperative. The reality is about 30% of employees do not make it past their first year. Good recruitment and hiring can be quickly undone by disorganized, poorly executed, new employee orientation. As Millennials become a driving force in the workplace, they represent special opportunities and challenges. Every generation has unique needs and Millennials are no different, but good onboarding practices for Millennials are generally good for everyone. This is an opportunity to step up your game.

Best practices integrate the employee into the company through socialization, acculturation, training and coaching. The result is employees who clearly understand their role and feel connected to the company. You will see how best-of-class programs start onboarding during recruitment and have a systematic program for the first year of work. Effective onboarding ensures employees increase productivity, engagement and improve retention. Utilizing a comprehensive onboarding program is a competitive advantage for any company.

At the conclusion of this course, you will be able to:
• Recognize the importance of onboarding during recruitment.
• Structure a comprehensive onboarding system.
• Increase retention and productivity utilizing a cost-effective onboarding plan.
• Identify problems and pitfalls to avoid when building your onboarding program.

Speaker Biography
Bob Verchota, MHA, SPHR, is owner and senior consultant for RPVerchota & Associates, a consulting firm providing services to clients who seek to align their business and employees, creating successful outcomes and excellent work environments. After more than 30 years in Human Resources and Operations senior leadership roles, and teaching both undergraduate and graduate courses in Leadership and Organizational Development, he transitioned to using his experience and skills in consulting. Mr. Verchota provides solutions to companies for a wide variety of HR issues including training and development, compensation, compliance, policy development, performance management, employee relations and managing change from mergers and acquisitions or project-specific disruptions of the status quo.
**Wednesday, October 14**

**Annual Business Meeting**

11:00 a.m. – Noon EDT

Jon Ohmes, NPCA 2019-20 Chairman

Ron Sparks, NPCA 2019-20 Chair-Elect

Mark Wieser, NPCA 2019-20 Secretary/Treasurer

Kirby O’Malley, NPCA Foundation Chairman

Fred Grubbe, MBA, CAE, President, NPCA

NPCA’s Annual Business Meeting is a key feature of the Annual Convention. The session will feature the election of new NPCA Board members and include speeches by NPCA 2019-20 Chairman Jon Ohmes, Champion Precast, and NPCA 2020-21 Chairman Ron Sparks, Columbia Precast Products. Mark Wieser, NPCA 2019-20 Secretary/Treasurer, Wieser Concrete Products, will deliver a report on the Association’s finances and Kirby O’Malley, NPCA Foundation Chairman of the Board, Garden State Precast, will share an update on the NPCA Foundation and acknowledge the service of outgoing Foundation Board members.
**Columbia Precast Products Virtual Plant Tour**

**Wednesday, October 14**

Columbia Precast Products Virtual Plant Tour  
12:15 p.m. – 1:00 p.m. EDT

**Primary Contact:** Ron Sparks, NPCA 2020-21 Chairman; General Manager, Columbia Precast Products  
**Location:** Woodland, WA  
**Property Size:** 31 Acres  
**Number of Employees:** 65-70  
**Years in Business:** 8

**Plant Description:** Situated just north of Portland, OR, Columbia Precast Products is a relative newcomer to the industry, but its employees are far from new to precast concrete. The Columbia Precast management and production team has more than 160 years of combined experience in the precast industry.

The company opened for business in 2013 and quickly exceeded capacity at its first location. It opened a newly constructed, purpose-built plant in 2017 and has continued to grow steadily since then. The plant holds a Sustainable Materials Rating Technology (SMaRT) certification from the Institute for Market Transformation to Sustainability and was the first precast plant in the buried infrastructure industry to earn the certification. SMaRT is the world’s standard for sustainable product development and manufacturing.

**Dual Certification Plant:** NPCA and PCI

**Products Manufactured:** Box Culverts, Catch Basins, Custom Products, Drainage Structures, Footings, Grease Interceptors, Head Walls, Manholes, Railroad Crossings, Retaining Walls, Stormwater Management, Three-Sided Bridges, Utility Products, Vault Structures, Wet Wells, Wing Walls, Noise Walls, Prestress

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Wednesday, October 14

1:30 p.m. – 2:30 p.m. EDT

EDU3 – Construction’s ReCOVery from COVID-19: How Soon? How Strong?

Ken Simonson, Chief Economist, Associated General Contractors of America

Moderator: Joel Sheets, NPCA 2020-21 Secretary/Treasurer; Vice President and General Manager, Tindall Corporation

Construction kept going longer than many sectors when the COVID-19 pandemic hit, but the industry also is likely to take longer than most to bounce back. The construction industry’s recovery is likely to vary greatly by location and project type. In this interactive session, AGC’s chief economist will offer his precast forecast.

At the conclusion of this course, you will be able to:

• Identify the project categories that are rebounding already, likely to come back soon or will lag for years.
• Discover which regions of the U.S. have the best growth prospects and why.
• Prepare for possible cost increases and supply chain bottlenecks.
• Obtain a sense of the outlook for construction labor supply relative to other sectors.

Thank You Silver Sponsors
Thursday, October 15

1:15 p.m. – 2:45 p.m. EDT
EDU4 – Workforce Development in the COVID-19 Economy
Alex Morales, M.Ed., Director of Workforce Development, NPCA

Will the stark predictions for 2025 be affected by the economic conditions created by worldwide COVID-19 responses? What will happen to the Workforce Innovation and Opportunity Act, originally scheduled to expire at the end of 2020? These and many other questions abound among those who have been preparing workforce development initiatives in recent years. This session will present known information, changes in workforce development predictions and more.

At the conclusion of this course, you will be able to:
• Explain workforce challenges in the COVID-19 era.
• Discuss the impact COVID-19 has had on attracting and retaining employees.
• Evaluate your workforce planning initiatives considering workforce issues created by the pandemic.

Speaker Biography
Alex Morales, M.Ed. is director of workforce development for the National Precast Concrete Association, a trade association representing manufacturers of precast concrete products with members in all 50 states, eight Canadian provinces and 13 other nations.

Alex’s primary responsibility is outreach to universities, technical schools and high schools and development of industry retention programs for industry personnel. Alex also provides responses to technical inquiries, represents NPCA and the industry at trade shows, exhibits and conferences and coordinates the activities of product committees. Alex writes and edits technical articles as well.

Alex has two decades of experience in the precast and prestressed concrete industry as a technical services engineer, training manager and director of technical education. Prior to working for a non-profit association, Alex was a project engineer for Kiewit Construction’s underground district.

Thank You Silver Sponsors
3:15 p.m. – 4:15 p.m. EDT
EDU5 – Industry Awards and Closing Address

The closing event will wrap up the first-ever virtual NPCA Annual Convention by honoring NPCA leaders. During this session, NPCA leadership will recognize outgoing NPCA Board of Directors’ members and outgoing committee chairs. In addition, we will honor the 2020 Top Gun award recipients and present the Douglas G. Hoskin award, which is awarded to the individual who sponsors the most new members during the previous 12-month period. The meeting will wrap up with an address by Ron Insana.

Ron Insana, Senior Analyst, CNBC & Financial Industry Expert

Speaker Biography
Ron Insana is a contributor to CNBC and MSNBC, where he discusses the most pressing economic and market issues of the day. He also delivers The Market Scoreboard Report to radio stations around the country. He has written for Money magazine and USA Today and has hosted two nationally syndicated radio programs.

In addition to his work as a business journalist, Insana was the CEO of Insana Capital Partners, from 2006-2008, which, at its peak, managed the $125 million Insana Capital Partners “Legends Fund.”

For nearly three decades, Insana has been a highly respected business journalist and money manager, who began his career at the Financial News Network in 1984 and joined CNBC when FNN and CNBC merged in 1991. He was named one of the “Top 100 Business News Journalists of the 20th Century” and was nominated for a news and documentary Emmy for his role in NBC’s coverage of 9/11.

He is the editor of “Insana’s Market Intelligence,” a subscription-based newsletter. He has authored four books on Wall Street and is a highly regarded lecturer on domestic and global economics, financial markets and economic policy issues.
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