



FRIDAY NOVEMBER 7th, 2025 from 9:00 AM to 5:00 PM

Breakfast and Registration

7:00 am – 9:00 am

9:10 am – 9:55 am

Andreina Viera Silva of ARKA HR Solutions

Beyond Machines: Investing in People to Drive Manufacturing Growth

This session will examine why human capital management is often overlooked in manufacturing, despite being one of the most significant drivers of business performance and regulatory compliance. Attendees will learn how investing in organizational culture and aligning processes with the full employee lifecycle, from recruitment and onboarding to development and retention, delivers measurable returns. Choosing the correct employee and developing that person properly can lead to regulatory stability within the organization. The discussion will highlight how prioritizing people strategy reduces turnover, boosts productivity, and ultimately strengthens profitability.

10:10 am – 10:55 am

Seth Hill of Univertical

Cyanide Awareness, Training, and Safety Measures.

Cyanide is one of many chemicals that must be used in the metal finishing industry. Awareness, organization, respect and responsibility are critical for those handling such a chemical. This presentation will cover the hazardous properties, health effects, safe handling procedures, appropriate personal protective equipment (PPE), emergency response actions, and first aid measures.

11:10 am – 11:55 am

Brian Morell of GZA Geoenvironmental

Pending Environmental Issues

The presentation will center on newly proposed regulatory legislations that will impact commercial, industrial and institutional environmental compliance. Primary focus of this presentation will be the status of the Multisector Stormwater General Permit as well as the latest in potential PFAS wastewater discharge regulations targeting the metal finishing community.

Lunch Break 12:00 pm – 1:00 pm

1:10 pm – 1:55 pm
Jeff Hannapel of The Policy Group
Annual Regulatory and NASF National Update

Jeff will bring us all up to date on Environmental Regulations being implemented or in the works at the NASF National level that will be impacting the metal finishing community. He will also make us aware of local regulations and restrictions taking place in various locations throughout the country that could signal a future national trend, or that could impact us locally with possible regulatory changes in the Northeast.

2:10 pm – 2:55 pm
Hector Tavares of Silverio Insurance Group
Proven Strategies to Control Your Insurance Costs for the Long Run

Those in the metal finishing and manufacturing industry will discover proven strategies that can deliver significant insurance premium reductions. You'll learn the Four Pillars of Cost Reduction: workplace safety programs that deliver substantial premium discounts, environmental compliance measures that can prevent costly regulatory fines, cyber security basics that protect against increasingly expensive cyber incidents and potential environmental disasters, and vendor risk management techniques that properly transfer contractor risks. Through industry case studies, you'll see exactly how common incidents impact your bottom line and learn proven prevention strategies that other companies have successfully implemented to reduce their total cost of risk.

3:10 pm – 3:55 pm
Andrew McManus and John Antonacci of Gannon and Scott
Metal Reclamation Common Mistakes and Practices

In this session, Andrew McManus, VP of Operations and John Antonacci, VP of Sales & Marketing at Gannon & Scott, will share critical insights into common mistakes and practices that can negatively impact precious metal reclamation from wastewater discharge. Drawing from years of experience in the precious metals refining industry, Andrew and John will walk through the most frequent pitfalls that companies face when it comes to reclaiming precious metals from their waste streams.

4:10 pm – 4:55 pm
Tim Knowlton of Calgon Carbon
Full-Scale Removal of PFAS to Non-Detect Levels with Active Carbon and Thermal Destruction

Granular activated carbon (GAC) is a proven technology for removing per- and polyfluoroalkyl substances (PFAS) from water. This presentation highlights how optimized GAC system design and operation can achieve PFAS removal to non-detect levels, with attention to industry-specific challenges for metal finishers. Beyond removal, GAC offers a sustainable end-of-life pathway through thermal reactivation at proven facilities. We present full-scale data demonstrating successful reactivation of PFAS-laden carbon, achieving non-detect PFAS levels on the reactivated media and >99.99% total PFAS destruction at the stack. These results underscore the viability of closed-loop GAC treatment as a scalable, environmentally responsible solution for PFAS remediation.

DINNER 5:00 pm – 7:00 pm

TABLE TOP TRADE SHOW EXHIBITORS

PLEASE VISIT AND SUPPORTS ALL OUR TABLE TOPS IN BETWEEN
SPEAKER SESSIONS!

American Plating Power

AquasGroup

Fisher Technology, Inc.

Columbia Chemical

Gannon & Scott

Gilbert & Jones Co. Inc.

RHL Associates

Heatmax Heaters

Hubbard-Hall

Luster-On Products, Inc.

MacDermid Enthone

Maltz Sales Company

Products Finishing Magazine

Pyromet

QML

Reliant Aluminum Products

Republic Services

Steelhead Technologies

Technic Inc.

Terry Recal Services

Tilton Rack and Basket Corp

Wilkem Scientific