

## **ISRI2024 Convention Education Sessions by Audience**

*Please note this information is subject to change.*

### **Audience: EHS, Operations and Maintenance Team Members**

#### **Charting the Unknown: Unraveling PFAS, Regulations & Industry Concerns**

*Tuesday, April 16, 2:00 – 3:15 p.m.*

Everlasting and pervasive, per-and-polyfluoroalkyl substances (PFAS) have garnered increasing attention by policymakers and regulators across the nation. This session seeks to educate the recycling industry about these widespread chemicals, their multi-layered legislative and regulatory patchwork and the specific challenges they pose to the industry. Join us as we explore the intricate world of PFAS and empower yourself with the knowledge to navigate this dynamic and challenging landscape.

#### **DOT Compliance and Navigation: Tips from the Experts**

*Tuesday, April 16, 3:45 – 5:00 p.m.*

Department of Transportation (DOT) inspections and motor vehicle (mv) stops can lead to violations and regulatory penalties and compliance reviews. This session will bring together a panel of experts that will provide attendees with tools to stay compliant with regulations as well as a better understanding of the challenges of regulatory requirements, how to comply with incomplete driver files, and record-keeping tools.

**Speakers:** *John Irwin, Founder & CEO, CNS Companies, Inc.; Jared Kline, Client Services Director, CNS Companies, Inc.; Stephen Sosensky, Attorney at Law, The Sosensky Law Firm, LLC*

#### **ISRI Century Club presents Back to the Future III**

*Tuesday, April 16, 3:45 – 4:45 p.m.*

ISRI's Century Club consists of retired or semi-retired industry experts who continue to network with their peers, maintain friendships and share their wisdom with tomorrow's recycled materials industry leaders. Members have a combination of age and years of active participation in ISRI that meets or exceeds 100 years. This informal panel workshop will focus on the industry's values, growth and future of the family business. With a combined experience of over 300 years, club members hope this will not only be a learning experience but a celebration of the proud heritage of the recycled materials industry and association.

**Moderator:** *Barry Hunter, Principal (retired), Hunter Alloys LLC*

#### **Marketing Over Branding: How Focusing on Marketing Actually Builds Brand 29**

*Wednesday, April 17, 8:45 – 10:00 a.m.*

In the ever-evolving world of recycled materials, distinguishing between branding and marketing is paramount. "Marketing Over Branding" is designed to illuminate how a strategic marketing approach can organically cultivate a robust and enduring brand within the recycled materials sector. Through practical strategies, real-world examples and industry insights, this session will equip attendees with the tools to leverage marketing's power, enhancing their brand presence and driving business success.

**Speakers:** *Jennifer Betts, CEO, Recycled Media; Brett Ekart, CEO, United Metals Recycling; Stuart Kagan, Co-Founder, Buddy*

#### **Building Relationships with Law Enforcement from the Perspective of Law Enforcement Leaders**

*Wednesday, April 17, 3:45 – 5:00 p.m.*

Three law enforcement leaders from across the U.S. and members of the Law Enforcement Advisory Council for ISRI will discuss relationship building and the importance of having those relationships. They will explain why this is important for both law enforcement and the recycling industry to stop theft of different materials. Panelists will discuss how to work to build those relationships and the importance of relationships at different levels of law enforcement and the staff of the recycling industry. There will also be discussion of how this has benefited law enforcement and how they have been involved in relationship building. Part of the discussion will also focus on how the recycling industry can assist in educating law enforcement about the industry. One speaker will discuss how the education around catalytic converters at a facility has assisted in relationship building and a better understanding of the industry. There will be time for questions for the law enforcement officials.

**Moderator:** *Todd Foreman, Director of Law Enforcement Outreach, ISRI*

**Speakers:** *Jeffrey Glover, Director of Public Safety, State of Arizona; Peter Lazear, 1st Sergeant, Virginia State Police; Ronald Spike, Sheriff, Yates County Sheriffs Officer New York*

## **Family Businesses - Valuation, Financing and Sale**

*Wednesday, April 17, 3:45 – 5:00 p.m.*

The ever-changing recycled materials industry has created new challenges for private business owners in making major strategic decisions. Large dominating players have changed the landscape and thus changed the alternatives available. Alternatives can include: Maintaining the status quo. Passing the business on to the next generation. Minority sale internally or externally. Making acquisitions and becoming a consolidator. Majority sale to a strategic or financial investor. Full sale of the business to a strategic acquirer. Many of the above options include specific needs for financing and care should be given to deciding the structure of and the amount financed. Financing issues include: Asset base or cash flow financing. The level of leverage needed to finance the overall capital structure. How to approach banks and other financing sources. What is a competitive interest rate in today's volatile financing market. Topics that will be covered: How to value a recycled materials company in today's market. How to frame the question of the strategic alternatives. How to handle the process of transition. How to approach family issues. How to finance a transition. Materials will be presented by three seasoned professionals that have a combined 75 years of experience with over 50 in the recycling industry.

**Speakers:** *Vincent Pappalardo, Managing Director, Brown Gibbons Lang & Company; Andrew Pappas, Managing Director - Head of ABL Metals Group, BMO Bank North America; Hubert de la Vauvre, Vice President - Metals Processing Group, Brown Gibbons Lang & Company*

## **It's Getting Hot in Here: Heat Illness Prevention Best Practices**

*Thursday, April 18, 9:30 – 10:45 a.m.*

It's no secret that temperatures are increasing everywhere. In fact, July of 2023 shattered records as the hottest month ever recorded on Earth. With extreme heat expected again this summer, heat-related illnesses such as heat stress, exhaustion and stroke pose a significant risk to your employees — whether they are working indoors or outdoors. The Occupational Safety and Health Administration (OSHA) is committed to combating heat illness by increasing site visits and issuing fines, which means that employers need to have an effective program in place. Join KPA EHS Operations District Manager, Joe Souza, to learn how to create and maintain an efficient heat illness prevention program. Attendees will learn more about risk factors for heat illness, types of heat illness, recommendations for keeping employees safe, training best practices, how to respond to extreme heat events (for workers both indoors and outdoors), emergency awareness and more.

**Speaker:** *Joe Souza District Manager, EHS Operations, KPA*

## **The Formula for Social Media Success**

*Thursday, April 18, 9:30 – 10:45 a.m.*

Social Media Marketing can be intimidating to small businesses because it has a lot of moving parts. Our simple but comprehensive Social Media workshop will help you learn how to prioritize things and give you a clear formula to be successful on Social Media! The topics will be covered are: 1. Learn the key differences between social networks 2. Identify your target market 3. Set your social media goals 4. Build your content strategy 5. Create your Ad Strategy 6. Measure your results 7. Discover must-have social media tools Leverage Social Media Marketing Start engaging with your customers and increase your sales!

**Speaker:** *Stephen Donnelly, Stephen Donnelly and Associates*

## **Advances and Challenges in Battery Handling**

*Thursday, April 18, 2:00 – 3:15 pm*

Safe handling of batteries entering the recycling stream is of utmost importance. Industry-wide best practices are important. This session will focus on current and updated best practices and regulatory requirements, as well as some of the challenges of acquiring insurance and maintaining safety in the electronics recycling sector.

## **How to Manage Your Insurance Buy**

*Thursday, April 18, 2:00 – 3:15 p.m.*

Topics will include: What is Underwriting? Identifying & Assessing Risk Exposure. Information Reviewed. Risk Selection. The Application Process. Some Insider Advice. This will assist with owners, CFO's and/or anyone else involved in the procurement of insurance and understanding how safety plays a crucial role in the

underwriting process. Learn about this from a team of underwriting recycling risk specialists who have over 80 years of insurance experience.

**Speakers:** *Susan Diecidue, AINS, Underwriting Manager, RecycleGuard Insurance Program; Lori Imbeault AINS, AU, Senior Underwriter, RecycleGuard Insurance Program; Patrick Murphy, CPCU, Senior Production Underwriter, AmWINS Program Underwriters Inc*

### **Audience: Executive Team, HR and Finance Team Members**

#### **Artificial Intelligence in the Recycled Materials Industry**

*Hosted by Young Executives Council*

*Wednesday, April 17, 2:15 – 3:15 p.m.*

Having a platform that aligns with current times in the recycled materials industry is a game changer – but that's just the beginning. In the near future, cutting edge artificial intelligence (AI) innovations will help you work smarter, faster and more profitably than ever before. Learn how businesses like yours are adopting new technologies like large language models (LLMs), computer vision (CV), and more to improve productivity, cut costs, and improve worker safety. Hear from leading AI Consultants on the work they've done to revolutionize core workflows at companies from five to 500 people. The panel will feature experts from leading AI companies like Stability AI, the makers of a leading foundational image processing models, computer vision experts applying technology to worker safety and ergonomics, and AI consultants working for institutions ranging from private equity to education. Panelists will share case studies on how their work in AI has transformed analogous industries like manufacturing and logistics, and lessons learned along the way.

**Moderator:** *Drake Hougo, Co-Founder + CEO, ReMatter*

**Speakers:** *Josh Singer, Eigen Consulting; Dennis Xu, Co-Founder, Mem Labs*

#### **From Visionaries to Leaders. Breaking Barriers in the Recycled Materials Industry**

*Hosted by Women in Recycling Council*

*Tuesday, April 16, 3:45 – 5:00 p.m.*

In recent years, the essential role of women in the recycled materials industry has gained increased visibility, leading to more opportunities for female leaders. This shift increases diversity and creates equal opportunities, both of which are vital to the future growth and success of our industry. In this session we will highlight and celebrate the success of women in recycling who have broken barriers as leaders and visionaries and discuss how we can maintain momentum for future generations.

#### **Emotional Intelligence: Why it Matters**

*Thursday, April 18, 2:00 – 3:15 p.m.*

An emotional intelligence workshop is designed to help individuals develop their emotional intelligence skills. The objectives: Define emotions and emotional intelligence (EQ) to distinguish emotional intelligence from other forms of intelligence. To list the criticality of emotional intelligence in work, life and relationships. To raise personal awareness. To develop self-motivation, productivity, commitment to profession, confidence and flexibility, empathy and communication skills. To introduce teams to the subject of emotional intelligence by identifying Daniel Goleman's five pillars: Self-awareness, self-management, empathy communication skills and group dynamics. To identify our own emotions in a self-awareness exercise and be able to harness useful feelings. To hire emotionally intelligent team members.

**Speaker:** *Judy Ferraro, Shapiro Metals*

### **Audience: Marketing, Sales and Trade Team Members**

#### **Spotlight on Ferrous**

*Tuesday, April 16, 10:45 a.m. – 12:30 p.m.*

Recycled iron and steel market participants had a challenging year in 2023 amid softer U.S. manufacturing output, the United Auto Worker (UAW) strike, commodity price volatility, industry consolidation and reduced export sales. With large U.S. steel capacity expansion plans in the works and rebounding global demand expected, 2024 should offer opportunities for growth. Join a panel of industry leaders and expert analysts to learn about where your steel recycling company can grow this year.

## **Headwinds and Tailwinds: Global Trends and Developments that Will Impact Recycled Materials Industry**

*Tuesday, April 16, 10:45 a.m. – 12:15 p.m.*

Demand for recycled materials by manufacturers will be driven by a multitude of factors this year, ranging from economic and social, to political and policy decisions. It is crucial that recyclers that trade are aware of potential headwinds (and tailwinds) that will impact their businesses. While global manufacturing is expected to grow globally in 2024, it will likely do so unevenly across different regions of the world. This panel of association executives will focus on market trends and recent developments around the world and will provide insight for recyclers that seek to trade recycled materials abroad.

## **Innovation in Partnerships and Processes for ITAD & Recycled Materials**

*Tuesday, April 16, 10:45 a.m. – 12:15 p.m.*

The ITAD and electronics recycling industry is ripe with opportunity. In this session we will highlight those opportunities, including reverse logistics partnerships, technology, automation, software, AI and processing & outputs for particular material streams (e.g. e-plastics, critical metals, etc.).

## **Spotlight on Nickel /Stainless**

*Tuesday, April 16, 2:00 – 3:15 p.m.*

For North American nickel and stainless-steel recyclers, market conditions are increasingly being influenced by global market developments and supply chain issues. Uncertainty regarding nickel trading at the commodity exchanges and potential trade barriers have only complicated matters. Leading U.S. stainless steel producers and recyclers will share their insights on the big market developments you can expect this year.

**Speaker: Tamara Weinert, President and CEO BA America, Outokumpu Stainless USA, LLC**

## **Spotlight On Paper - The Recycled Paper Industry, 2024 and Beyond**

*Tuesday, April 16, 2:00 – 3:15 p.m.*

Post COVID-19, the recycled paper industry has risen and then fallen and is now on a rise. What is in store in 2024 and beyond? Find out: the current state of the recycled fiber market, both domestically and internationally; the future trends of the industry; and how technology has been and will continue to benefit the industry.

**Speakers: Johnny Gold, President, The Gold Group Recycling Consultants LLC; José González, Director, AFRY, AFRY Management Consulting**

## **Focus on Southeast Asia – Will it Always Be a Growth Market for Recycled Materials?**

*Wednesday, April 17, 8:45 – 10:00 a.m.*

As Southeast Asia attracts new investment and grows as a global hub for manufacturing, it continues to be a growth market for the export of recycled materials from the United States and other countries. As governments in the region increasingly focus on environmental protection, sustainability and increasing recycling rates, will these actions dampen demand for imported recycled products? This panel will focus on developments in the region and how potential action by governments will impact market demand for exports of recycled materials.

## **Spotlight on Electronics**

*Wednesday, April 17, 8:45 – 10:00 a.m.*

Electronics are a part of daily life in ways not seen before in history. This means that challenges and opportunities for electronics recyclers have perhaps never been greater. The Electronics Spotlight is a look into the future. Panelists will discuss what is new from the OEMs and regulators, how will economic trends affect electronics reuse and recycling and what other factors in technology, society, and the environment will impact our industry.

## **Spotlight on Tires: Fire Safety Practices and Prevention Equipment**

*Wednesday, April 17, 8:45 – 10:00 a.m.*

ISRI's Tire and Rubber Division is set to deliver an informative session on the latest developments in ISRI's Fire Safety Practices for Tire Recycling Facilities. Additionally, they will be facilitating a discussion on the most

recent technological enhancements and innovations in fire safety and prevention equipment. This comprehensive document, collaboratively crafted by ISRI-member companies, showcases practical approaches and cutting-edge advancements in fire prevention and safety for tire processing operations.

### **Spotlight on Aluminum**

*Wednesday, April 17, 10:30 – 11:45 a.m.*

The U.S. aluminum recycling industry continues to transform itself as major aluminum mill expansions are raising questions about domestic recycling capabilities in a supply-constrained world. Disruptive trade measures, geo-political risks and the transition to electric vehicles are all shaping the outlook for the recycled aluminum market. Don't miss this opportunity to learn more about the trajectory of the U.S. aluminum recycling industry with our panel of industry experts.

**Moderator:** *Neil Neuberger, Trader, Intra American Metals Inc (Intrametco)*

**Speakers:** *Mary Hlepas, Vice President of Purchasing Imperial, Group-Minerva*

### **Spotlight on Recycled Plastics Industry: COVID to Post COVID**

*Wednesday, April 17, 10:30 – 11:45 a.m.*

COVID-19 presented many challenges to the recycled plastics industry and those challenges continue. Find out what challenges 2024 will bring including technology, legislative issues and other external pressures on the industry.

**Moderator:** *Ganesh Nagarajan, Sr. Director, Plastics Waste Management*

**Speakers:** *J. Scott Saunders, GM, KW Plastics, Recycling Division*

### **Collaboration Between U.S. and Chinese Recycled Materials Industries**

*Wednesday, April 17, 2:15 – 3:15 p.m.*

China had been historically the largest recycled materials importer in the world, but in recent years, it has sought to enhance its environmental and sustainability practices by increasing domestic recycling rates. Meanwhile, since implementation began more than five years ago by the Chinese government, its National Sword policy has reduced imports of recycled materials, such as plastics, paper and certain metals. However, many manufacturers within China have expressed a desire to increase recycled imports, particularly of certain metals. This panel will evaluate ways that U.S. and Chinese recyclers can continue to collaborate, despite certain headwinds impacting trade in recycled materials.

### **Spotlight on Copper**

*Wednesday, April 17, 2:15 – 3:30 p.m.*

Recyclers of copper and copper alloys are looking forward to a better 2024 as global copper mine supply disruptions and the increased demand generated by electrification have put copper in the spotlight. The resurgence of secondary copper production in the U.S. has only added to the bullish outlook. This year's ISRI Spotlight on Copper brings together major industry participants and analysts for a conversation about the future of U.S. copper recycling that you won't want to miss.

### **Basel Updates**

*Thursday, April 18; 9:30 – 10:45 a.m.*

The latest decisions by the Basel working groups will impact electronics recycling beginning in January 2025. This panel will focus not just on the technical regulations as well as the actions processors need to take. A review of the current challenges in e-plastics will also be a part of this innovative session.

## **Audience: Public Affairs, Advocacy and Communications Team Members**

### **Partnering in Building a Strong Foundation of Future Leaders**

*Tuesday, April 16; 10:45 – 12:00 pm*

This session will demonstrate the real-life experience of how the ISRI organization and our members partner with local elementary, middle and high schools creating an impact not only in their school, but their community, their state and even on "The Hill" informing each audience on how recycling is critical to manufacturing, infrastructure and sustainability. Our panel of educator, student ambassador, ISRI member and Jason learning professional will share how they have organized their students into a 'Recycling Club' in which 19 students in



5th and 6th grade, dedicated to the idea of our government making smarter choices about recycled materials, visited "The Hill" and met with 16 Senators and 4 Representative on the topic of Rubber Asphalt Concrete (RAC). And will provide the attendees with a playbook of how they can partner with their local schools in the building of "Recycling Clubs."

**Moderator:** *Peter Van Houten General Manager, Bob's Metals and ISRI Youth Outreach Committee Co-Chair*

### **Sparking Sustainable Futures: Empowering Tomorrow's Eco-Champions**

*Thursday, April 17, 10:30 – 11:45 a.m.*

Join us for an inspiring session, where we embark on a journey to empower the eco-champions of tomorrow through a dynamic blend of technology-driven education and local outreach. In this session, we will explore innovative approaches to engage children and young minds in sustainable practices. Harnessing the power of technology, we will showcase interactive tools, educational apps, and virtual experiences designed to captivate young audiences and instill a passion for environmental stewardship.

### **Audience: All**

### **Fishing in Other Ponds: Creative Workforce Solutions**

*Tuesday, April 16, 10:45 a.m. – 12:15 p.m.*

Finding and keeping the right employees is always a challenge. How can your company look for talent in new places, and in new ways? This session will feature ISRI members who have successfully used innovative hiring techniques and partnerships to fill their workforce needs. Speakers will share stories and tips for training employees from the ground up using apprenticeship systems, hiring individuals with disabilities, programs to widen candidate pools to more diverse populations and giving people leaving the criminal justice system a second chance. Attendees will walk away with practical examples and resources to help their HR departments and managers build creative new partnerships to find great people.

**Moderator:** *James Emmett, Founder/CEO, James Emmett & Company*

**Speakers:** *Kari Bliss, Principal Sustainability, PADNOS; Carol DeBellis SCP, SPHR, GPHR, SVP Human Resources, ERI; Mark Hodgson, Regional General Manager, SA Recycling; Stef Murray, Chief DEI Officer & VP of HR, Radius Recycling, Kathleen Parks, Senior Director, Opportunity Enterprises, Inc.*

### **Green Collaboration: Shaping the Electric Vehicle Recycling Supply Chain Together**

*Tuesday, April 16, 2:00 – 3:15 p.m.*

In this collaborative and forward-thinking session, "Green Collaboration," we invite industry experts, recyclers, policymakers, and stakeholders to explore the intricacies of the electric vehicle (EV) recycling supply chain. Join us for a comprehensive discussion on how to build a sustainable and cooperative framework to address the unique challenges and opportunities within the lifecycle of electric vehicles.

### **Be a Star Supplier: Supporting Your Customers' Sustainability Goals**

*Tuesday, April 16, 3:45 – 5:00 p.m.*

How can you make sure your customers know about the benefits of recycling, and how can you make it easy for them to see our industry as crucial to their sustainability success? This session will focus on how recyclers can support their customers' environmental, social and governance (ESG) goals and reporting by providing data for environmental tracking, formalizing policies, answering supplier surveys and sharing their social impact stories.

**Speakers:** *Amy Brackin, Liberty Tire Recycling LLC; Tim Ridderbos, General Manager, Circular By Shapiro; Bart Van Cromvoirt, VP Corporate Sales and Development, ATH Mechanical & Recycling*

### **Revving the Green Engine: Navigating the Economics of Vehicle Recycling, with a Focus on Electric Vehicles**

*Tuesday, April 16, 3:45 – 5:00 p.m.*

Join us for an insightful session that delves deep into the dynamic world of vehicle recycling, exploring the economic dimensions with a special emphasis on the rapidly evolving landscape of electric vehicles (EVs). In this session, we will unravel the intricate web of economic factors shaping the recycling ecosystem, touching on traditional internal combustion engine vehicles and zooming in on the unique challenges and opportunities presented by electric vehicles.

## **Fiber-Based Packaging Recyclability**

*Wednesday, April 17, 8:45 – 10:00 a.m.*

The ISRI Fiber Recycling Readiness Tool, a science-based online resource, assists brands (and packaging companies) as they begin changing current packaging materials to fiber-based packaging. The tool assesses whether the packaging will flow through the current recycling infrastructure in the U.S., given pressure points in the current recycling system. During this session, attendees will gain a comprehensive understanding of the development of the tool, its advantages and plans for the future.

## **Empowering Excellence: Electric Vehicle Battery Removal Mastery and Safety Protocol Training Overview**

*Wednesday, April 17, 10:30 a.m. – 11:45 a.m.*

Embark on a transformative learning journey — a training class designed to equip professionals with the expertise needed for electric vehicle (EV) battery removal, testing and handling. This session will provide an overview and sneak peak of the program. Join us for an intense learning introduction and walk away with registration information for a certification program. Prepare for the EV future with the best practices today!

## **Currents of Cares: Navigating Electric Vehicle Shipping & Storage Safety**

*Wednesday, April 17, 2:15 – 3:30 p.m.*

Journey with us towards ensuring the safety and integrity of electric vehicles throughout their shipping and storage lifecycle. As the world becomes more electrified, understanding and implementing best practices for EV and battery transportation, storage, and mitigation of thermal event is paramount for recycling industry.

## **Environmental Justice in Action: Collaborative Strategies and Lessons Learned for the Recycled Materials Industry**

*Wednesday, April 17, 2:15 – 3:30 p.m.*

Environmental justice has become a vital component to discussions on permitting, land use and various aspects of our industry. In this session, attendees will gain valuable insights from those who have successfully engaged with government and collaborated effectively with local communities to achieve mutually beneficial outcomes. Join us to learn from real-life experiences and discover strategies for fostering positive results that benefit everyone involved.

## **Brands & Recyclers Bridging the Gap**

*Wednesday, April 17, 3:45 – 5:00 p.m.*

Brands and materials recovery facilities (MRFs) have a mutual interest in understanding what drives each other's operating decisions in determining recyclability. Brands must ensure the safety of their products from point of manufacture to consumer use. MRFs process this packaging into bales that can then be used again, completing the recycling process. Listen as well-known brands and MRFs discuss these issues and figure out ways they can work together to create more recycled materials.

## **Implementing an ESG Program from an ITAD/Recycled Materials Operator's Perspective**

*Wednesday, April 17, 3:45 – 5:00 p.m.*

As recyclers, and therefore leaders in sustainability (ESG), positioning yourself accordingly is important. This session will complement the general ESG/Sustainability track by focusing on practical experiences of ITAD/recycled materials operators as they respond to client requirements and set themselves apart.

## **Taking Sustainability to the Next Level: Data, Emissions & Reporting**

*Thursday, April 18, 2:00 – 3:15 pm*

This panel will explore environmental, social and governance (ESG) reporting and emissions calculations for recycling companies. It will dive into the latest reporting requirements on ESG, including new laws in the U.S. and Europe, what customers are expecting in terms of carbon emissions transparency and other important data analyses, like lifecycle analysis.

**Moderator: Susan Robinson, Recycling and Sustainability Consultant, SusanKRobinson Consulting**

**Speaker: Stan Chen, CEO, United Metal Recycling; Corinna Kester, Manager, Ramboll**