

# ACIL 2018 ANNUAL MEETING

81<sup>ST</sup> ANNUAL  
MEETING PROGRAM



Grand Hyatt San Antonio  
October 2 – 5, 2018



## **VISION**

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

## **MISSION**

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

# **ACIL**

1875 I Street, NW • Suite 500 Washington, DC 20006  
Tel: (202) 887-5872 Fax: (202) 887-0021  
info@acil.org • www.acil.org

Dear ACIL Members and Friends,



Welcome to beautiful San Antonio, Texas! We are proud to welcome you to ACIL's 81<sup>st</sup> Annual Meeting, where we anticipate you having an outstanding experience in this beautiful, history-filled city. The ACIL staff have been hard at work developing this year's event, where we look forward to offering you the opportunity to connect with and learn from colleagues, vendors, and other industry leaders.

ACIL is the industry leading organization because of your continued participation and involvement in the organization's efforts, and we are dedicated to providing you with exceptional events. We fully expect this year's Annual Meeting to meet and exceed your expectations. This meeting will give you an opportunity to network with others in the industry, grow your business practices and laboratory efforts, and enjoy the city of San Antonio with your friends and loved ones.

During this past year, your Board members, section leaders, 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 on each of their areas of expertise to provide invaluable support to ACIL members and the stellar work that the leaders in independent testing provide every day.

Last March, many of you braved the snowy nation's capital to attend our informative and impactful P2 Conference, and we are grateful to each of you. For the first time, this event included a Congressional Briefing, highlighting the value of third-party independent testing. This exciting addition to the P2 experience was rewarding for attendees, and we look forward to sharing updates with you from the Conference.

The work on Capitol Hill continued with a Congressional Briefing in July focused on protecting public safety and public health, and we look forward to sharing with you our continued work with our nation's leaders and lawmakers.

We would like to remind you to please join us for the Annual Business Meeting on Wednesday, October 3<sup>rd</sup> at 11:30am. Lunch will be included with the meeting, and it will be a wonderful opportunity for you to learn more about all of the latest updates and news within ACIL.

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 at the Alamo, and the Tom Zienberg Memorial Golf Tournament at the Quarry Golf Club! 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 event for all of our attendees, and are thrilled you are joining us.

As always, we welcome your feedback and continued involvement with the 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 sunny San Antonio!

Best regards,

James J. Kuhn, PE  
ACIL Board Chair

# THANK YOU TO OUR 2018 MEETING SPONSORS

GOLD



SILVER



BRONZE



We Simplify Science

Better, Faster Extractions  
to meet the demands of your analytical laboratory

SAVE THE DATE

# P2 2019

HILTON HOTEL  
ARLINGTON, VIRGINIA  
MARCH 26 – 28, 2019

THURSDAY, MARCH 28:  
DAY ON THE HILL



# SAN ANTONIO

## GRAND HYATT SAN ANTONIO

600 EAST MARKET STREET  
SAN ANTONIO, TX 78205-US

PHONE: (210) 224-1234

## WEATHER

October temperatures in San Antonio typically fall between 65°F and 80°F.

## MEETING DRESS

The standard dress for the meeting and all events is business casual (casual wear is acceptable for off-site events, except for the Annual Banquet). Annual Banquet dress is business attire.

## 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 endeavour 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.

TIME	EVENT	ROOM
<b>TUESDAY OCTOBER 2, 2018</b>		
8:00 am - Noon	Board of Directors Meeting	San Jacinto
10:00 am - 5:00 pm	Registration Open - <i>Sponsored by Restek</i>	Bonham Foyer
<b>SECTION BREAKOUTS</b>		
1:00 pm - 5:00 pm	Food Sciences	Bonham C
	Environmental Sciences - <i>Sponsored by Pace Analytical</i>	Bonham B
	Conformity Assessment	Bonham D
	Construction Materials Engineering & Testing	Bonham E
2:00 pm - 5:00 pm	Exhibitor Set Up	Lone Star A&B
6:00 pm - 7:30 pm	Welcome Reception At the Alamo! - <i>Sponsored by Pace Analytical</i>	Alamo
<b>WEDNESDAY OCTOBER 3, 2018</b>		
7:00 am - 5:00 pm	Registration Open - <i>Sponsored by Restek</i>	Lone Star Prefunction Area
7:00 am - 8:30 am	ILI Board Meeting	Bonham B
7:30 am - 8:30 am	GRC Meeting	Bonham C
7:30 am - 8:30am	Networking Breakfast/Opening Session - <i>Sponsored by Pace Analytical</i>	Lone Star A&B
8:00 am - 2:00 pm	Tech Bar*	Lone Star Prefunction Area
8:30 am - 9:45 am	Keynote Presentation <b>The Impact of Personal Engagement</b> - Clint Swindall, <i>Verbalocity, Inc.</i> - <i>Sponsored by Waters</i>	Lone Star C
10:00 am - 11:15 am	Education Session: <b>Engagement &amp; Culture, Empowering your Workforce to Grow</b> - Griff Hall, <i>GRIFF Strategic Leadership</i> - <i>Sponsored by Pace Analytical</i>	Lone Star C
11:30 am - 1:15 pm	Lunch & Annual Business Meeting - <i>Sponsored by Agilent</i>	Lone Star A&B
1:30 pm - 6:00 pm	Tom Zierenberg Memorial Golf Tournament at The Quarry Golf Course	Depart from Valet Drive entrance
1:30 pm - 5:00 pm	Networking Event, Tour of San Antonio: Mission Concepcion, Mission San Jose, Japanese Sunken Gardens, Market Square	Depart from Valet Drive entrance
6:00 pm - 7:00 pm	Reception with Exhibitors	Lone Star A&B
7:00 pm - 10:00 pm	Evening on Your Own	
<b>THURSDAY OCTOBER 4, 2018</b>		
7:00 am - 5:00 pm	Registration Open - <i>Sponsored by Restek</i>	Lone Star Prefunction Area
7:00 am - 8:30 am	Cannabis Working Group	Bonham A
7:30 am - 8:30 am	Networking Breakfast with Exhibitors - <i>Sponsored by CEM</i>	Lone Star A&B
8:00 am - 3:00 pm	Tech Bar*	Lone Star Prefunction Area
8:30 am - 9:45 am	Keynote Presentation: <b>Moments Matter</b> Dave Sanderson, Dave Sanderson Speaks International - <i>Sponsored by Thermo Fisher</i>	Lone Star C
9:45 am - 10:15 am	Break with Exhibitors	Lone Star A&B
10:15 am - 11:30 am	Education Session: <b>Employee Training and Development: The Importance and Ultimate Cost to the Organization</b> - Jamie Hasty, <i>Sesco Management</i>	Lone Star C
12:00 pm - 1:00 pm	Lunch on San Antonio River Boats	The river boats will pick up outside Ruth's Chris Steakhouse on the River Level
1:30 pm - 3:30 pm	Executive Forum (Invitation Only). This session is geared toward CEO's, Presidents and Senior Executives - <i>Sponsored by LGC</i>	Lone Star C
1:30 pm - 2:45 pm	Education Session: <b>Tech Solutions That You and Your Team Can't Live Without!</b> - Soraya Herbert, <i>Dahlia+</i>	Bonham D
1:30 pm - 2:30 pm	Exhibitor Breakdown	Lone Star A&B
5:30 pm - 9:30 pm	Annual Dinner & Banquet	Presidio ABC
<b>FRIDAY OCTOBER 5, 2018</b>		
7:30 am - 8:30 am	Networking Breakfast - <i>Sponsored by Perkin Elmer</i>	Lone Star A
8:30 am - 9:30 am	Education Session: <b>The Devil in the Details (or the Contract)</b> - Practical Tips for Avoiding Killer Contractual Terms. Brian Carroll and Allen Wilson, <i>Sanderford &amp; Carroll, P.C.</i>	Lone Star B
9:30 am - 10:30 am	Roundtable Discussion: <b>The Technology &amp; Talent Forum</b> - Soraya Herbert, <i>Dahlia+</i> and Jamie Hasty, <i>SESCO Management</i>	Lone Star B

\*The Tech Bar offers an one-of-a-kind experience where you can learn about the newest technology trends, productivity apps, practical tech solutions, and more!  
Please see page 18 of the Program Guide for more information.

**GRAND HYATT SAN ANTONIO**

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San Antonio, Texas, 78205 USA

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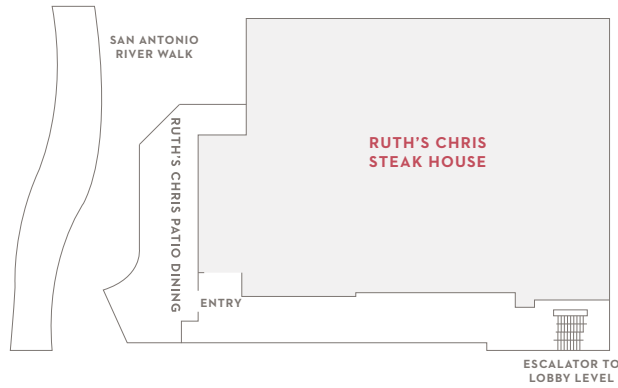
+1 210 271 8019 FAX

[grandsanantonio.com](http://grandsanantonio.com)

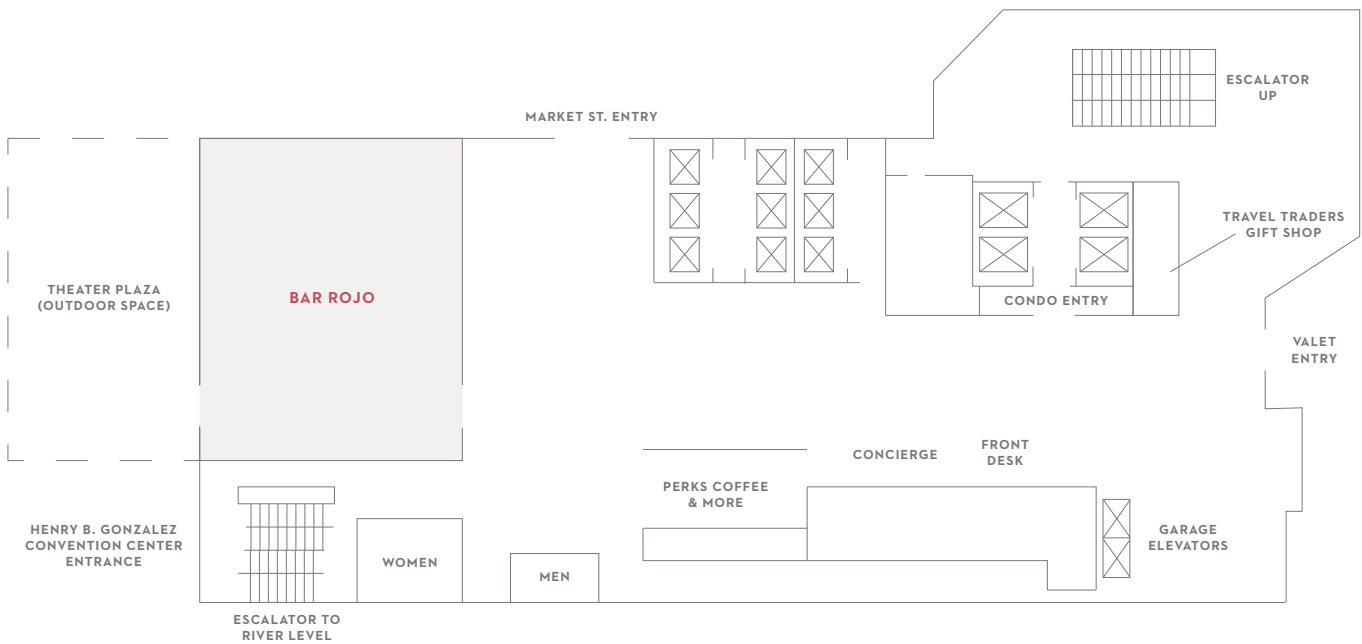


**FLOOR PLAN**

*River Level*



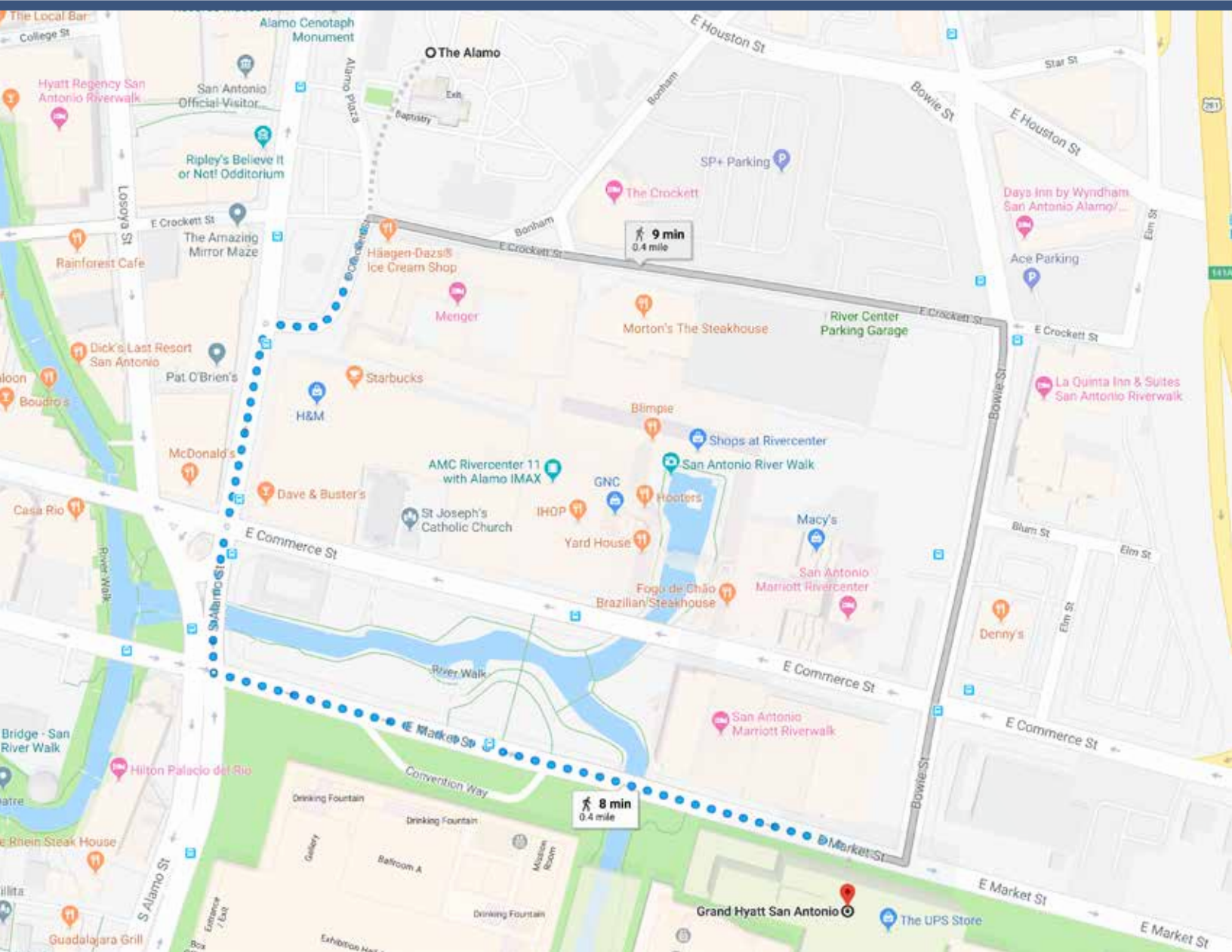
*Lobby Level*





# WELCOME RECEPTION AT THE ALAMO

The Welcome Reception at the Alamo is a nine minute walk from the Grand Hyatt. Please use this map to navigate. If you need transportation, please reach out to Jessica Enochs at [Jenochs@acil.org](mailto:Jenochs@acil.org) prior to 10/1/18.



## SECTION BREAKOUT SESSIONS OCTOBER 2, 2018, 1:00 – 5:00 PM

CAS BREAKOUT AGENDA		BONHAM D
1:00 pm	Roll Call, Antitrust Statement, Welcome Statement, Chair's remarks	
1:10 pm	Review – Open Meeting Summary	Wentworth
1:20 pm	Preston Millar Award Presentations	
1:20 pm	Review and Approval of August 2018 CAS Meeting Minutes	
1:30 pm	Smart Grid and EMC Webinar Report November 7: Review of the Annual IEC/CISPR Meeting November 27: Review of IEC Advisory Committee on EMC (ACEC) Meeting	Heirman
2:00 pm	3rd Party Certifier Working Group Report Annual Recap / Current Issues/Updates / Outlook – Next Twelve months	Owen
2:15 pm	AB top 10 non-conformances/top new 17025 non-conformities	
3:00 pm	Afternoon break	
3:15 pm	State of the CAS - Review CAS Focus/Structure to Improve Value and Advocacy Value Proposition / Dashboard / Review Executive Committee/Working Group Structure / Member Profile/Expectations / Section Growth/New Leaders	
3:45 pm	2018/2019 Section Objectives/Strategies/Measures	
4:15 pm	2019 Policies and Practices (P2) Meeting – March 26-27 / Hill Visit – March 28 Speakers / Program Ideas/Changes	
4:45 pm	CAS ExCo Elections in December – 2019-2020	
4:50 pm	AOB	
5:00 pm	Adjourn	
CMET BREAKOUT AGENDA		BONHAM E
1:00 pm	Roll Call, Antitrust Statement, Welcome Statement, Chair's remarks	
1:10 pm	Review – September Meeting Summary	Schmidt
1:20 pm	Preston Millar Award	Schmidt
1:25 pm	I-Mark and CMET – Discussion C MET Member Firm Quality Forum Focus on Issues, Documents, etc. for Member Firms through LinkedIn groups/conference calls	Group
2:15 pm	Update - Special Inspection Position Paper New Membership	Elliott
3:00 pm	Afternoon break	
3:15 pm	Top 10 Non-Conformities / Top 17025 Non-Conformities 2019 Section Objectives, Value Proposition 2019 P2 Conference - Washington, DC – March 26-27 / Hill visits – March 28 Discussion on Open Items/topics A.O.B.	Leonard
5:00 pm	Adjourn	

**ESS BREAKOUT AGENDA****BONHAM B**

1:00 pm	Call to order, Introduction of Members and Guests	<i>Morgan</i>
1:05 pm	ACIL Antitrust Statement	<i>Uttenweiler</i>
1:20 pm	Government Relations 1. Top ESS Priorities for GRC 2. Follow up from Congressional Briefing in July 3. How do we continue to work with members of Congress and their staffers to educate and promote our industry's reputation and positive image?	<i>Morgan/Oscar</i>
1:40 pm	Fast Tracking Technology 1. Uncertainty in government programs is creating opportunities for the lab community to take charge of changing the industry's future destiny. A look at options to address methods that labs believe need updating, harmonization, or development through EPA ATP procedures. 2. The role of ILI in coordinating multi-lab and multi-vendor studies for new methods and/or technology.	<i>Marvin/Konschnik</i>
2:10 pm	EPA Program Offices and State Regulatory Authority Issues 1. EPA Reorganization Update – What is the impact? 2. Understanding our role in method updates, harmonization, or development through EPA ATP procedures	<i>Friedman</i>
2:30 pm	Accreditation/Regulatory Compliance Questions 1. What should ESS recommend to GRC with regard to moving state accrediting bodies to use third party assessors? 2. How can we assist with EPA in expanding the drinking water assessor training program? 3. Should we be lobbying Congress to establish a third party based true national environmental laboratory accreditation program with or without EPA having an oversight role?	<i>Friedman</i>
3:00 pm	Afternoon break	
3:15 pm	Update on ILI Activities	<i>Konschnik</i>
3:30 pm	Preston Miller Award Presentation ESS Executive Committee nominations for 2019-2020	<i>Morgan</i>
3:40 pm	Panel Discussion- Business Challenges and Management Practices Discussion Topics 1. Laboratory staffing (Qualifications, Temp Staffing, Competence) 2. Personnel retention • Understanding the dynamics of millennials in the workforce 3. The use of personal electronic devices in the workplace	<i>Morgan/Briscoe</i>
4:55 pm	AOB	
5:00 pm	Adjourn - Please note: The next ESS call will take place on Thursday, November 15, 2018 at 2:00 pm ET	

**FSS BREAKOUT AGENDA****BONHAM C**

1:00 pm	Roll Call, Antitrust Statement, Welcome Statement, Chair's remarks	
1:10 pm	Review – September Meeting Summary	<i>Abels</i>
1:20 pm	FDA Accreditation Rule - Update	<i>Abels, Olson</i>
1:40 pm	Report on interaction with FDA ORA Ombudsman	<i>Abels, Olson</i>
1:50 pm	FDA-FSS multi-lab study / distillers grains	<i>Konschnik</i>
2:00 pm	FDA Reorganization - Next FDA / ILI Summit Meeting	<i>Konschnik</i>
2:15 pm	FSS Executive Committee – 2019-2020 / Discussion	<i>Abels</i>
2:30 pm	Cannabis Working Group Report	<i>Konschnik</i>
2:40 pm	GRC Update / Report	<i>Oscar</i>
2:50 pm	Preston Millar Award	<i>Abels</i>
3:00 pm	Afternoon Break	
3:15 pm	Top 10 Non-Conformities / Top New 17025 Non-Conformities	<i>Leonard</i>
3:45 pm	Exploring private-public partnership opportunities with USDA	<i>Oscar</i>
4:15 pm	P2 Meeting and DC lobbying efforts	<i>Oscar</i>
4:30 pm	FSS Going Forward – General Discussion	<i>Abels</i>
4:45 pm	AOB	
5:00 pm	Adjourn	

# EDUCATION PROGRAM

**CLINT SWINDALL, WEDNESDAY, OCTOBER 3, 2018, 8:30 AM – 9:45 AM**

## **The Impact of Personal Engagement: Our Daily Contribution to a Culture of Employee Engagement**

“Every day we walk through the doors of our office we are either adding to or taking away from the culture of the organization. There is no middle ground. Our personal engagement is our daily contribution to a culture of employee engagement.”

The engagement of employees continues to be a top priority for business leaders—and for good reason. Research indicates a highly engaged workforce can increase productivity, profitability, and innovation, while reducing costs associated with attracting and retaining new employees. In a nutshell, engaged employees are good for business.

With research also showing that less than one-third of employees are truly engaged, an ongoing effort must be made to build a culture to overcome employee disengagement. While we work to engage employees, we must first consider our own level of engagement. Every day we walk through the doors of our office we are either adding to or taking away from the culture of the organization. There is no middle ground. Our personal engagement is our daily contribution to a culture of employee engagement.

In this keynote presentation we will take a look at personal engagement and the impact it has on the engagement of those around us. Often our biggest obstacle to building a strong culture of employee engagement is standing in our shoes. We will identify some simple steps to focus on personal leadership and discuss how small adjustments can positively impact the engagement of those around us.



**CLINT SWINDALL**  
**President, CEO - Verbalocity, Inc.**

Clint is the president and CEO of Verbalocity, Inc., a personal development company with a focus on leadership enhancement. These solutions include leadership development programs, training, speaking and general consulting.

Clint enjoys the challenge of enhancing employee engagement for his clients by delivering programs based on his book entitled *Engaged Leadership: Building a Culture to Overcome Employee Disengagement* (John Wiley & Sons, 2007 and 2011). He recognizes that a culture of employee engagement is a two-way road, and that true engagement comes when leaders and employees are both doing their part. In addition to working with leaders to build a culture to overcome employee disengagement, Clint addresses the employee's role in his follow-up book entitled *Living for the Weekday: What Every Employee and Boss Needs to Know about Enjoying Work and Life* (John Wiley & Sons, 2010).

He is the recipient of the Certified Speaking Professional designation, the speaking profession's international measure of professional platform competence. Just over 10% of speakers worldwide who are a part of the Global Speakers Federation hold this designation.



## **GRIFF HALL, WEDNESDAY, OCTOBER 3, 2018, 10:00 AM – 11:15 AM**

### **Engagement & Culture, Empowering Your Workforce to Grow**

Engagement. Culture. Growth. These three words seem to be everywhere and in every organization's set of goals. Yet they are rarely achieved as envisioned. If you've ever been tapped to lead a team, department, or organization and tried to change the culture, engage your teams, and promote growth in your people you may have experienced just how involved, difficult and sometimes risky the effort truly is. Using a framework to distill evidence-based practices into actions that any team can take, learn how you can beat the odds to instill a culture of empowering your workforce to grow.



#### **GRIFF HALL** **Senior Professional Instructor**

Griff Hall has held three chief executive positions, been a commercial and social entrepreneur, and is part of an academic community studying and teaching leadership, strategy, and ethics. He has been on the faculty at Johns Hopkins University Carey School of Business for 19 years, focusing on strategy, leadership, and ethics. Three years ago he led a team researching high performance cultures in the technology industry together with successful practices for large scale organizational transformation.

Ten years ago he started a professional services firm to support private enterprise growth with practical, affordable application of leadership and strategy principles grounded in research and evidence-based practices. Working in diverse sectors like construction, healthcare, technology, hospitality & entertainment, education, and Department of Defense, the goal has been to help these organizations build self-sustaining leadership capacities and strategic capabilities for increased growth and value.

## **DAVE SANDERSON, THURSDAY, OCTOBER 4, 2018, 8:30 AM – 9:45 AM**

### **Moments Matter**

When US Airways Flight 1549, or “The Miracle on the Hudson” ditched into the Hudson River on January 15, 2009, Dave Sanderson not only survived the “crash” but also started to realize that the moments that made up his life prepared him for what was about to happen.

After the incident, the lessons and strategies that he learned throughout his life were instrumental that day and the days following. He started to realize that one can actually grow from traumatic life experiences and set out on a path to not only share the lessons from that day but practical and implementable strategies anyone can use to not only survive their “personal plane crash” moment but grow and thrive.

In this stirring presentation, Sanderson reveals the inner strength it took to make it through the day, and how you can grow from challenges throughout your personal and business life and how resiliency, leadership, and state management can help you not only overcome any obstacle but grow and thrive!



### **DAVE SANDERSON** **Inspirational Survivor, Speaker, Author**

Dave Sanderson is an inspirational survivor, speaker and author. His thoughts on leadership have made him an internationally sought-out speaker. When US Airways Flight 1549, or “The Miracle on the Hudson,” ditched into the Hudson River on January 15, 2009, Dave Sanderson knew he was exactly where he was supposed to be.

The last passenger off the back of the plane on that fateful day, he was largely responsible for the well-being and safety of others, risking his own life in frigid water to help other passengers off the plane.

Despite the hazards to himself, Sanderson thought only of helping others and emerged from the wreckage with a mission: to encourage others to do the right thing. That experience profoundly changed his life and today he travels the globe sharing his inspirational and motivational leadership messages to help people make a difference in how they do business and live their lives.



## **JAMIE HASTY, THURSDAY, OCTOBER 4, 2018, 10:15 AM – 11:30 AM**

### **Employee Training and Development: The Importance and Ultimate Cost to the Organization**

When considering all the aspects of neglected management, most often organizations identify development planning as an area of important need. Development planning truly aids your employees in shaping not only the future of their careers but also the future of the organization. For a variety of reasons, the valuable activity of employee training and development often goes ignored or becomes an afterthought by management. With this comes the ultimate price: the loss of top talent or future hopefuls.

Training and development planning doesn't have to be elaborate or costly. This session, presented by SESCO Management Consultants will focus on the core of every training program. Participants will learn to have a good management culture of taking the person-to-person time to understand employee needs and desires, recognizing skills and training needs and collaborating with the employee and human resources to fill any existing gaps are critical functions for every organization. Next, the session will discuss if training and development is executed well, the payoff for the organization can be substantial in terms of long-term loyalty, retention, engagement and productivity. Lastly, participants will learn how to negate training and development voids which substantially risk valuable employee assets and long-term talent.



#### **JAMIE M. HASTY** **Vice President, SESCO Management Consultants**

Ms. Jamie M. Hasty is a Vice President with SESCO Management Consultants, Bristol, Tennessee and Richmond, Virginia. Jamie graduated from East Tennessee State University with a B.B.A in Human Resources Management. Her professional affiliations include the Society for Human Resource Management and various state Chambers of Commerce.

Jamie is a Generalist consultant in all areas of human resource management with specialties in affirmative action, policy development, wage and hour accounting, employment regulation compliance, training and development, compensation and performance management systems, client representation with state and federal agencies

like the Department of Labor, employee satisfaction assessments, executive screening and placement, and general human resources consulting. The variety of client engagements and daily interaction over the course of Jamie's career enables her to provide practical, helpful and legal advice and support to clients in all industries throughout the country.

She regularly conducts management training programs for clients and serves as guest speaker for state and national associations and Chambers of Commerce. Jamie is a certified trainer for Vital Learning Corporation and SESCO Leadership Institute. She is also a John C. Maxwell Coach, Trainer, Teacher and Speaker.

## **EXECUTIVE FORUM, THURSDAY OCTOBER 4, 2018, 1:30 PM – 3:30 PM**

### **Panel Discussion Including Topics on:**

**LABOR:** The economy is strong, low to no unemployment and more job vacancies for skilled workers than people available to fill them. Employee retention is always a concern. How can we as an industry find some solutions?

**CHANGE MANAGEMENT :** Managing the pace of change, how quickly things move, have planning cycles got shorter?

**VISION/STIMULATION:** Strategies to sustain a high energy and stimulating culture .

*This session is geared towards CEO's, Presidents and Senior Executives*

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## **SORAYA HERBERT, THURSDAY, OCTOBER 4, 2018, 1:30 PM – 2:45 PM**

### **Tech Solutions That You and Your Team Can't Live Without**

Employees no longer expect their office to be a place they simply come to work - they expect their office environment to also be a smart place for them to work, driven by office automation. Let's explore tech apps, gadgets and softwares that you can implement today into your office to make the workplace a more effective and efficient place.

Topics that will be covered:

- Team Collaboration Apps and Software
  - Productivity Apps
  - Sales automation
  - Social Media
  - Tech and Workflows
- 



### **SORAYA HERBERT** **Social Media Consultant, DAHLIA+**

Soraya is a Digital Media Enthusiast with DAHLIA+ Agency, as well as a Speaker, Blogger, and Social Media Consultant. She specializes in creating and sharing stories using a multiplicity of media platforms. Soraya has worked with a wide variety of vertices, from healthcare to events, guiding individuals on how to effectively use digital media to promote and spread their story. With a background in digital and online media, Soraya is proficient with using social media platforms, photography, videography, mobile apps, digital analytics and HTML/+CSS. Soraya never stops learning and thrives in this fast-paced world, staying on top of the newest trends in productivity, technology trends, and social media. Ask her all of your burning tech questions and she will surely have an answer for you.



## **BRIAN CARROLL AND ALLEN WILSON, FRIDAY, OCTOBER 5, 2018, 8:30 AM – 9:30 AM**

### **The Devil in the Details (or the Contract): Practical Tips for Avoiding Killer Contractual Terms**

Contract clauses can be claim killers on construction projects. Many will be familiar with this common scenario in the construction industry: you are confident you have a strong claim until someone throws an obscure contract clause in your face. This presentation provides practical tips on how to negotiate some of the more common—and damaging—clauses so that the risk on a construction project is more evenly distributed. It walks through the types of clauses that are restricted by law, those that are limited or impacted by law, and those that should be avoided whenever possible.



#### **Brian K. Carroll, Sanderford & Carroll P.C., Temple, TX**

Brian Carroll is managing partner of Sanderford & Carroll, P.C. He is board certified in construction law and serves on the committee for construction law certification with the Texas Board of Legal Specialization. Licensed since 2002, the primary focus on Brian's practice is upon representing contractors and subcontractors in the construction industry. In addition to earning a law degree from Baylor Law School in 2002, he holds a Bachelor's of Science in Architectural Engineering from the University of Texas at Austin. Prior to pursuing a law degree, Brian worked as a design engineer for two of the preeminent civil engineering firms in the nation. He uses his knowledge of design and engineering to represent contractors and assist them in evaluation, preparing and litigating claims. In addition to serving as an advocate, Brian is also a certified mediator. His mediation practice

is not limited to construction, but instead covers all manners of civil disputes. Brian was recently accepted into the AAA National Roster of Arbitrators.

Brian's practice focuses on the representation of general contractors and subcontractors on both private and public-sector projects. Disputes typically involve performance, payment, construction defects, terminations, surety law and design. He regularly assists clients in preparing and negotiating claims, contracts and other complex agreements.

Brian serves on the attorney's counsel for the American Subcontractors Association as well as the Board of Directors and he was recently named a "Super Lawyer" by Texas Monthly magazine in 2017.



#### **Allen V. Wilson, Sanderford & Carroll P.C., Temple, TX**

Allen is a senior associate with the firm. Allen was licensed in 2013, and his practice focuses on helping contractors navigate risk. Allen has represented contractors in state administrative courts, state district courts, arbitrations, federal courts, and federal administrative courts. His background includes an undergraduate degree in English and he understands that clear communication is the key to resolving a problem. Allen represents subcontractors and general contractors in all areas of construction disputes. Allen does this by drafting and negotiating construction contracts, offering advice during a project, helping contractors secure their mechanic's lien and bond rights, and litigating a contractor's claim. Allen has experience with a wide variety of court systems, including state and federal administrative

courts, Texas district courts, and federal courts. Allen also has experience with the arbitration process. He has litigated and resolved numerous change order claims, defective work claims, delay and labor disruption claims, and lien and bond claims.

In addition to commercial disputes, Allen also has substantial experience on public works construction projects and federal procurement claims. For instance, he has helped clients draft and litigate claims against the Texas Department of Transportation and the US Army Corps of Engineers. Additionally, Allen routinely helps clients secure liens on oil and gas projects, including pipeline and well construction projects.

**SORAYA HEBERT AND JAMIE HASTY**  
**FRIDAY, OCTOBER 5, 2018, 9:30 AM – 10:30 AM**

**The Technology and Talent Forum**

In this session Jamie Hasty and Soraya Herbert will lead a discussion relating to technology as it pertains to employees, leadership and teams. Some topics will include but not limited to:

HR Systems and how to use them for talent management, career pathing, and performance issues.

# TECH BAR

## WELCOME TO THE TECH BAR

Take advantage of this new addition to our Annual Meeting! The Tech Bar offers an one-of-a-kind experience where you can learn about the newest technology trends, productivity apps, practical tech solutions, and more!

In 10 minutes or less walk away feeling more empowered and tech savvy. Learn about solutions that will work for you for productivity, unique business needs, social media, marketing, practical software, or an array of other interests right at the Tech Bar. Bring all your burning techy questions that keep you up at night, and leave with instant solutions!

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## SPECIAL EVENTS



### **TOM ZIERENBERG MEMORIAL GOLF TOURNAMENT WEDNESDAY, OCTOBER 3, 2018, 1:30 PM – 6:00 PM**

In memory of our dedicated Food Sciences Section Chair, ACIL continues its tradition with the sixth annual Tom Zierenberg Memorial Golf Tournament at The Quarry Golf Club.

The Quarry is a unique course in which the front and back nines play very, very differently. The front nine is links styled like you might see in Scotland or Ireland. It features rolling hills, large, expansive bunkers and sloping greens. Holes of note are the long par four number 2 named “Rails”, the dog leg left par five 5th hole named “Watery Grave”, and the par three 8th hole where you hit to the green from a highly elevated tee box.

The back nine is where the name, The Quarry, comes from. 100 years ago it was an active, busy, limestone rock quarry pit providing stone for a growing San Antonio area. Today it is beautifully maintained 9 holes of golf for all of you to enjoy. Holes of note on the back nine are number 10, a long par four that for most players is difficult to reach in two, along with numbers 13 and 17 where your tee shots soar above the deep quarry pit below you. Those holes are appropriately named “Escape from Alcatraz” and “Reload”.

Regulars claim The Quarry as one of the top golf courses in San Antonio.

## **NETWORKING EVENT, TOUR OF SAN ANTONIO WEDNESDAY, OCTOBER 3, 2018, 1:30 – 5:00 PM**

This tour will include stops at 4 exciting San Antonio attractions:

### **MISSION SAN JOSE**

The finest example of a completely restored mission in the United States renowned for exquisite stone carvings including the famous Rose Window

### **MISSION CONCEPCION**

Experience the strength of the Friars who Christianized the Indians. View the original frescos still visible within the rooms of the mission. This is the oldest stone church in our nation.

### **JAPANESE SUNKEN GARDENS**

The beautiful and architecturally unique old stone quarry, renowned for its beautiful foliage.

### **MARKET SQUARE**

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# SAN ANTONIO ATTRACTIONS

## THE SAN ANTONIO RIVER WALK

San Antonio's centerpiece is the River Walk, where stone walkways and restaurants line the San Antonio River flowing through the city center. Set below street level, this is a beautiful area with calm waters, graceful bridges, birds, and plenty of shade from large trees that tower over the banks. Most people come down here for a stroll, or to enjoy a meal on one of the outdoor patios. One of the most relaxing ways to experience the River Walk is from the comfort of a barge on a guided tour or dinner cruise. The barges that cruise the river can hold up to 40 passengers on a basic sightseeing cruise. For dinner cruises, the barge is set with a large table in the center and can accommodate up to 20 guests. These slow-moving boat tours are a wonderful escape from the hustle and bustle of the city and a great opportunity to rest your legs after a day of sightseeing.

Official site: <http://riosanantonio.com/rivertours>

## THE ALAMO

The Alamo is one of the most important historical sites in the United States and a must-see attraction if you are visiting San Antonio. The Alamo was part of the mission station established here in 1718, its church built by Franciscans in 1744. In 1836, the Battle of the Alamo, one of the most famous battles in US history, played out here, when a small force entrenched themselves in the Alamo against a Mexican army of 3,000. All the defenders were killed, including legendary figures Davy Crockett and James Bowie, in a battle that some estimate may have lasted only twenty minutes. The Alamo soon became the cradle of Texan independence, and the phrase "Remember the Alamo!" became a battle cry. The former mission is now a National Monument and UNESCO World Heritage Site.

## SAN ANTONIO MISSIONS NATIONAL HISTORICAL PARK & MISSION TRAIL

In 2015, the San Antonio Missions were named a UNESCO World Heritage Site, the first such designation in the state of Texas. The five missions, including the famous Alamo (Mission Valero) were built in the early 1700s, established by the Franciscan Order in an effort by Spain to colonize and evangelize the region. Today, they are one of the city's greatest tourist attractions. If you have time to see only a few of the missions, be sure to see the Alamo, Mission San Jose, and Mission Concepción. The remaining two include Mission San Juan and Mission Espada. The Mission Trail connects the missions.



## **PEARL DISTRICT AND FARMERS MARKET**

The Pearl is a trendy historic district of San Antonio, with lovely restored buildings, unique shops, and a reputation for great cuisine and hip restaurants. On weekends, the Pearl is home to a lively farmers market, with vendors from a 150-mile radius of the city set up at tables on a pedestrian-only street, selling fresh produce, baked goods, sauces, and other specialties.

## **NATURAL BRIDGE CAVERNS & THE CANOPY CHALLENGE AND ZIP LINES**

Less than 30 minutes from San Antonio is Natural Bridge Caverns, the largest commercial caves in Texas. These spectacular caves are known for their huge open rooms but they also have narrow passages and interesting formations. Two types of cave tours are available and take approximately 70 minutes. But there are plenty of things to do here other than just touring the caves, and if you're looking for more of an adrenaline rush, try the Canopy Challenge, a course of platforms and ladders 60 feet above the ground, as well as ziplines. Younger children can also get in on the action with the Canopy Kids Course. Another above ground option at the caverns is a gem and fossil mining experience that allows kids or adults a chance to see how miners panned for gold and find and identify their own gems in mining rough. Also here is a maze and a place to buy souvenirs, food, and fresh fudge.

Official site: [www.naturalbridgecaverns.com](http://www.naturalbridgecaverns.com)



## **SAN FERNANDO CATHEDRAL & EXPERIENCE SAN ANTONIO | THE SAGA AT MAIN PLAZA**

Famous as the burial site of the heroes of the Alamo, the Roman Catholic San Fernando Cathedral (Church of Nuestra Señora de la Candelaria y Guadalupe) is one of the oldest cathedrals in the US and is listed on the National register of Historic Places. The walls of the original church, completed in 1750 and built by settlers from the Canary Islands (hence the painting of the Virgin of Candelaria), now form the cathedral's sanctuary.

The cathedral is on Main Plaza, and in the evening, it becomes the stage for one of San Antonio's most visually compelling attractions, known as The Saga. Offered free of charge every evening, this video art installation, created by Xavier de Richemont, is a 24-minute video, with choreographed music and narration, projected after dark onto the side of San Fernando Cathedral. A 7,000-square-foot projection highlights the history and progression of San Antonio through an amazing display of colorful images and Surround Sound.

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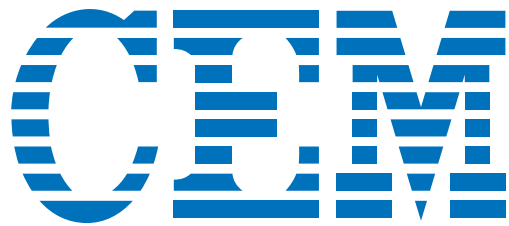
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