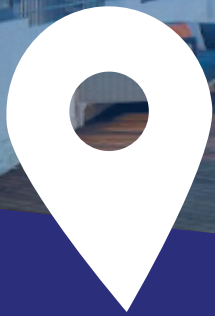




FALL 2021

NATIONAL MEETING

SAN ANTONIO, TX



OCTOBER 4 - 6, 2021

THE ST. ANTHONY HOTEL

HERE IS A GLIMPSE OF WHAT YOU WILL LEARN AT THE FALL MEETING:

- Key trends and data on what is causing the labor drought
- The reasons why many are not moving back into the workforce post COVID
- Steps you need to take in recruiting new talent long term
- How you need to think differently to get the work done in your plant right now
- The keys to blending automation with human talent to maximize output
- New ways of thinking about automation
- The keys to breaking the 2-week notice curse
- How to create a vibrant workplace culture around core values
- How your fellow members feel about key issues in round table discussions
- The real definition of courage
- The three most important steps you will ever take
- The power of commitment
- What your followers do, really do, when you are not around
- The primary motivator of all people
- The three things every leader can do to ensure leadership failure
- The importance of high gain activity and how to do more of it
- Six steps that will ensure effective execution

INVITE FROM THE PRESIDENT



JIM OAKES
2021 MTI PRESIDENT

Dear MTI Members,

It has been exciting to see many members progressing and seeing business growth again in 2021. The COVID era has challenged all of us to think differently, innovate, and implement new ideas to help our businesses grow and thrive as the pandemic moves behind us. MTI's Fall Meeting is focused on the "new thinking" we all need.

On behalf of the MTI Board of Trustees, I'm excited to invite you to the 2021 Fall Meeting, October 4-6 at the historic St. Anthony Hotel in downtown San Antonio, Texas. Located just

a short walk from the famed San Antonio Riverwalk, you are in the center of the action overlooking Travis Park, trendy restaurants, and local landmarks.

The Education Committee has done another outstanding job on designing a program that hits the mark.

Once the education sessions are complete each day, you will have the opportunity to connect with the top executives in heat treating during a reception and dinner. Don't forget to buy your ticket at the MTI Educational Foundation Fundraiser for a chance to win the MTI bronze sculpture called, "Our Forefathers." This bronze statue costs \$5,000 to purchase brand new.

I encourage you to take advantage of this opportunity to experience a well-balanced mix of educational sessions and interactive social events.

The meeting and registration details are enclosed with this brochure. If you have any questions, please don't hesitate to contact MTI's Director of Member Experience, Kristen Speer, at kristen@heattreat.net or 904-249-0448 x101.

See you in San Antonio!

Jim Oakes – MTI President

Super Systems

HOTEL RESERVATION INFORMATION

ST. ANTHONY HOTEL

Downtown San Antonio
300 E Travis St.
San Antonio, TX 78205

**DEADLINE FOR GROUP RATE:
SEPTEMBER 11, 2021**

\$229 PER NIGHT

PHONE: 888-261-6161

(GROUP CODE - METAL TREATING INSTITUTE)

AIRPORT & TRANSPORTATION

AIRPORTS:

SAN ANTONIO INTERNATIONAL AIRPORT -
SAT (9 MILES FROM HOTEL)

TRANSPORTATION OPTIONS:

RENTAL CAR • UBER • LYFT

VERY IMPORTANT DATES

Early bird registration ends **SEPTEMBER 10, 2021**

All registrations are due by **SEPTEMBER 24, 2021**

Full refund if cancellation is received by **SEPTEMBER 24, 2021**

FALL 2021 NATIONAL

FOR MORE INFORMATION, CONTACT THE MTI OFFICE

MONDAY, OCTOBER 4

6:00 PM - 6:30 PM: MTI FIRST TIMER RECEPTION

As a first timer, you will interact with the leadership of MTI prior to the full membership arriving.

6:30 PM - 9:30 PM: MTI WELCOME RECEPTION & DINNER

Enjoy San Antonio's signature cuisine and drinks as you connect with members from all across North America.

TUESDAY, OCTOBER 5

7:45 AM - 8:30 AM: CONTINENTAL BREAKFAST FOR SESSION ATTENDEES

8:30 AM - 8:40 AM: WELCOME FROM MTI PRESIDENT, JIM OAKES

8:40 AM - 10:00 AM: GENERAL SESSION

The Labor Drought... Is There Anyone Left to Work
Presented by Ron Hetrick, EMSI Data

Prior to COVID-19, there was already a shortage of labor in almost every industry. The pandemic magnified the labor drought and now it seems like labor is like a dry dessert with no oasis in sight. Ron Hetrick, Director of Staffing and Data at EMSI, is one of the leading experts on labor data. Ron will unpack the real issues causing the labor shortage, the future outlook for labor, and how every company needs to rethink "how to get work done." Ron will also moderate a panel of MTI members who are breaking new ground, with success, on automation of their plant as a solution to the labor drought. This is a must see opening session for any key executive.

10:15 AM - 11:30 AM: GENERAL SESSION

How to Break the 2-Week Notice Curse
Mark Sedgely, Director of Revenue - Personify Inc.

One of the key elements in a new hire labor shortage is "you can't afford to lose any of your current talent. Even average performers." It is an employee market and it is important every company has an amazing workplace culture to keep the talent you have. As talent leaves, those who are left could suffer from burnout, causing more challenges. A vibrant and team-oriented workplace culture is a must. Mark Sedgely, Director of Revenue of Personify and former President of MemberClicks, will share with you the keys to building a workplace culture that can cure the 2-week notice curse.

11:30 AM - 12:00 PM: MTI ANNUAL BUSINESS MEETING AND UPDATE

MTI President, Jim Oakes, along with other key leaders, will present an update on MTI's annual financial performance and key industry initiatives impacting your company.

9:30 AM - 11:00 AM: SPOUSE/GUEST EVENT

AFTERNOON AND EVENING FREE TO ENJOY SAN ANTONIO

MEETING SCHEDULE

OFFICE AT 904-249-0448 OR KRISTEN@HEATTREAT.NET

WEDNESDAY, OCTOBER 6

7:45 AM - 8:30 AM: CONTINENTAL BREAKFAST FOR SESSION ATTENDEES

8:30 AM - 8:35 AM: WELCOME FROM MTI PRESIDENT, JIM OAKES

8:35 AM - 10:00 AM: GENERAL SESSION

Fireside Discussion Session

Facilitated by MTI's Education Co-Chairs Glen Ottinger from Thermofusion and Deidra Miner from Euclid Heat Treating

Within 30-days of the Fall Meeting, MTI will survey all meeting attendees on the top 3 industry topics they would like to hear discussed during MTI's famed round table discussions. Over 90 minutes, members will discuss at their tables the key topics individually, then Glen and Deidra will lead the full group in an open discussion. These discussions are generally the most talked about sessions at any MTI meeting because members learn so much from each other.

10:15 AM - 11:30 AM: GENERAL SESSION: FEATURED KEYNOTE

Leadership Isn't for Cowards

Mike Staver - Professional Leadership Coach and Trainer

We live in an age when it is more and more challenging to manage all of the information, demands, and challenges that are coming at us. It takes real courage to stand firm in what you believe and then to get your followers to understand what really matters and how to execute effectively. Your ability to influence your followers is key to every step of creating significant results. Courage is the key element in that process.

AFTERNOON FREE TO ENJOY SAN ANTONIO

6:30 PM - 7:30 PM: MTI PRESIDENT'S RECEPTION

All members are invited to the closing night reception to connect experiences, stories, and take-aways from your San Antonio learning experience.

7:30 PM - 11:00 PM: AWARDS DINNER, YES GRADUATION, & DJ ENTERTAINMENT

MTI's Final Night Awards Dinner and YES Graduation is always full of energy and excitement with dinner, drinks, connection to members, a DJ playing your top requests, and dancing. Come share your favorite take-aways and San Antonio memories with your fellow members.

Also, the winner of the MTI Educational Foundation Fundraiser raffle will be announced at this time. You'll find out who will proudly display the MTI bronze sculpture, "Our Forefathers," and all participants can take pride in the fact that they contributed to the MTI Educational Foundation; allowing many future scholarships to be awarded to deserving and qualified students.

SPEAKER BIOS



RON HETRICK

Ron brings nearly 30 years of labor force economic experience to Emsi Burning Glass. He had a 20-year career with Allegis Group overseeing market analytics and data science and was a senior and supervisory economist for 8 years with the Bureau of Labor Statistics in Washington D.C. Quoted by NBC, CNN, USA Public Radio, The Wall Street Journal, Forbes, and numerous other news agencies, Hetrick has provided analysis for prior Fed Chairman Alan Greenspan, The Council of Economic Advisors to the President, Congress, and numerous Fortune 100 companies and trade associations.



MARK SEDGLEY

Mark Sedgley is the former President and CEO of MemberClicks, a leading provider of membership management and event management software to associations, chambers of commerce, and colleges and universities. After a successful exit from MemberClicks, Mark is now the Chief Revenue Officer of Personify, a SaaS technology company that serves over 25,000 customers. Over the years, Mark led MemberClicks to be voted one of the best places to work for 10 straight years. Along the way he created a strong and vibrant culture that garnered loyalty and attracted top talent.



MIKE STAVER

Mike Staver is the author of "Leadership Isn't for Cowards", and an internationally respected leadership speaker and coach. Mike works with leaders to develop the skills needed to bridge the gap between their good intentions and their ability to execute those intentions. The results are leaders who have the clarity they need to ensure the long-term success of your business.

With 30 years of experience in the trenches with leaders across the world to draw from, Mike takes complex content and makes it immediately useful, digestible, and entertaining. That combination has influenced over 200,000 people in ways that not only transform thinking and action but improve results.

SPECIAL MTI EDUCATIONAL FOUNDATION FUNDRAISER

MTI is selling \$1,000 tickets for a drawing for one of MTI's famed bronze heat treat sculptures as designed by Past President, Paul Tadlock. (See picture to the right.) During the final dinner, MTI will draw in front of members, five tickets. From those five tickets, MTI will then draw four tickets one at a time to eliminate people until the last ticket is declared the winner of the bronze statue. Lots of excitement and anticipation with 100% of the proceeds going to benefit the MTI Educational Foundation.

ONLY 100 TICKETS WILL BE SOLD.



TRAVEL TIPS

WEATHER

Attendees can anticipate daytime temperatures in the low-80's, and nighttime temperatures in the low-60's (*F).

DRESS CODE

All events are business casual except for final night. Final night is formal. Suit/tie for men, formal dress for women. Tuxedo is optional.

2021 MTI Fall National Meeting Registration Form

Send to: MTI • 132 Maple Row Blvd. #530 • Hendersonville, TN 37075 or Fax to: 904-249-0459 Questions: 904-249-0448

General Information: Oct. 4-6, 2021 - St. Anthony Hotel - 300 E. Travis St., San Antonio, TX 78205

Name of Company: _____ Address: _____

City: _____ St: _____ Zip: _____ Phone: _____ Email: _____

PLEASE RETURN THIS FORM NO LATER THAN FRIDAY, SEPTEMBER 20, 2021

First & Last Name for Name Badge Please Print Legibly	Nickname For Badge	M-Member S-Spouse G-Guest C-Child* *Include age	Special Dietary Needs	1st Time	MON Dinner Recept.	TUES Gen. Session	TUES Spouse-Guest Event	WED Gen. Session	WED Dinner Recept.	Special MTI Educational Foundation Fundraiser
				✓	✓	✓	✓	✓	✓	List number of \$1,000 tickets you would like to purchase for the bronze sculpture drawing. Drawing to take place at Final Night Dinner. 100% of proceeds to benefit the MTI Educational Foundation. ONLY 100 tickets will be sold.

Registration Fees (Make checks payable to Metal Treating Institute)

*Member Registration Fee includes Monday & Wednesday Dinner/Receptions & Entertainment, Tuesday & Wednesday Educational Sessions, Materials, and Continental Breakfasts.

**Spouse/Guest Registration Fee includes Monday & Wednesday Dinner/Receptions & Entertainment, and Spouse/Guest Event.

***Child Registration Fee includes Monday & Wednesday Dinner/Receptions & Entertainment.

	Early Bird Pricing	On or Before Sept. 10	On or After Sept. 11	Qty:
Member or Company Employee*		\$645.00	\$735.00	=
Spouse, Guest or Children Age 12 & Older**		\$375.00	\$435.00	=
Children Under Age 12 (Under 3 Free)***		\$100.00	\$150.00	=
Educational Foundation Fundraiser Tickets:		\$1,000.00	\$1,000.00	=

-Type Donation (circle one): Personal Corporate

Total to Process = _____

Payment Information:

Send check to: MTI • 132 Maple Row Blvd. #530 • Hendersonville, TN 37075

Credit Card Type: ☐ VS ☐ MC ☐ AMEX ☐ Disc Exp: ____/____ Security Code: _____

Credit Card #: _____ Name on Card _____ Billing Zip: _____

Authorized Signature: _____

I authorize MTI to process the total amount necessary for all attendees noted on this registration form to attend the 2021 MTI Spring Meeting.

Cancellations must be received no later than Friday, September 24th at 5:00 pm to avoid charges to your company.



Metal Treating Institute
132 Maple Row Blvd. #530,
Hendersonville, TN 37075

WHAT TO DO?

What's old is new again in San Antonio. A city rich in history and booming with modern attractions, San Antonio invites visitors to be inspired, be curious, and be hungry. Walk, bike, hike, and play through our spectacular parks, gardens, and outdoor spaces.



OUTDOOR ADVENTURES

Get adventurous outdoors. Walk, bike or hike through our city parks and green spaces. Plan a family picnic and feed the ducks at Brackenridge Park, or explore the latest exhibits at the San Antonio Botanical Garden in the heart of the Broadway Cultural Corridor.



SHOPPING

Shopping in San Antonio is festive, fun and forever surprising. With local gems around every corner, the beauty of shopping across a diverse city is that you're always just one shop away from exactly what you were looking for.



SPAS

Relax. Unwind. And experience wonder at luxury spas across San Antonio. Make time for yourself to tap into serenity and choose from various services at spas across town.