

**25
OCT.**

- 4:30PM **Women in the AEC Industry Cocktail Reception**
Fountain Terrace
- 5:30PM **Opening Reception Cocktails & Dinner**
Fountain Terrace

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- 6:30AM **Breakfast**
Fountain Terrace
- 8:00AM **State of the AEC Industry, Analysis & Insights**
Results from 2022 KPI Survey. Interactive Q&A and participation through the app.
Key Topics: Growth, Profitability, Ownership Evolution & Constraints of the Labor Model.

 MODERATED BY: Andrej Avelini, President, **AEC Advisors**
 Josh Lahre, Partner, **AEC Advisors**

 PANELISTS: Gord Johnston, CEO, **Stantec**
 Dan Batrack, CEO, **Tetra Tech**
 James Parker, CEO, **Simpson Gumpertz & Heger**
 Ray Kowalik, CEO, **Burns & McDonnell**
- 9:30AM **Networking Break**
- 10:00AM **Mergers & Acquisitions and Private Equity Trends**
Latest trends including M&A and private equity activity, valuations, end market attractiveness, and the impact of the latest economic conditions.

 MODERATED BY: Andrej Avelini, President, **AEC Advisors**
 Joe Smetona, Partner, **AEC Advisors**

 PANELISTS: Alexandre L'Heureux, CEO, **WSP Global**
 Mick Renshaw, CEO, **Trilon**
 Andra Kidd, CSO, **Verdantas**
 Paul Greywall, Managing Director, **Trinity Consultants**
- 11:30AM **Geosyntec & Blackstone Partnership Fireside Chat**
Insights and lessons learned from the largest private equity investment into a previously pure employee-owned AEC firm.

 WITH: Yasmin Atefi, Vice President, **AEC Advisors**
 Peter Zeeb, CEO, **Geosyntec Consultants**

12:00PM

Lunch

Fountain Terrace

1:15PM

Diversity Bonus with Scott Page Why Many Ways of Thinking Lead to Better Outcomes

Professor of Complexity, Social Science, and Management at the University of Michigan and Stephen M. Ross School of Business.

INTRODUCTION: Josh Lahre, Senior Principal, **AEC Advisors**

2:00PM

Women in the AEC Industry

Panelists will discuss their experiences throughout their careers in the AEC industry as women executives, the current state of diversity, equity & inclusion and ways to improve it.

MODERATED BY: Yasmin Atefi, Vice President, **AEC Advisors**

PANELISTS: Jacque Hinman, Former Chair & CEO, **CH2M HILL**
Scott Page, **Diversity Bonus**
Claire Rutkowski, CIO, **Bentley**
Mary Ellen Eagan, Former Chair & CEO, **HMMH**

3:00PM

Networking Break

3:30PM

Internal Ownership Transition (IOT)

Lessons learned in making IOT for employee-owned firm more effective and efficient.

MODERATED BY: Tyler Albright, Partner, **AEC Advisors**
Josh Lahre, Partner, **AEC Advisors**

PANELISTS: John Dreher, CEO, **Rincon**
Catherine Myers, President, **SSOE**
Brock Schroeder, Managing Director, **Entuitive**
Alex Brisson, CEO, **Norda Stelo**

5:00PM

Cocktail Reception & Dinner

Ironwood Terrace

7:00AM

Breakfast & Networking

Fountain Terrace

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