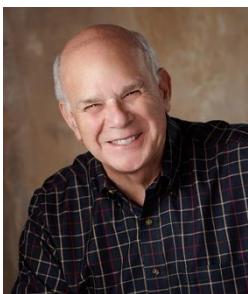


WWEMA 111th Annual Meeting Speaker Bios

Vince Bovino, Bovino Consulting Group



Vince Bovino is a management consultant and founder of Bovino Consulting Group. He is a hands-on consultant with 250 plus consulting assignments in major industrial settings. Vince and his team have designed and implemented a powerful and effective Operational Excellence initiative that quickly produces significant and lasting operating performance improvements. His model for Operational Excellence drives results and outcomes...not activities. Vince is a voice for Operational Excellence. You can find him throughout the United States, Canada, South America, and Australia speaking to corporate leaders, professional business groups, and associations. Vince's presentation is a fusion of the many lessons learned. His messages are anchored in experience...not in theory. Prior to forming Bovino Consulting Group, Vince was the Vice President of Human Resources for Bunker Limited, Employee Relations Manager for Standard Oil, Boise Cascade Corporation, and General Cable Corporation.

Guy Carpenter, Stanley Consultants



Guy Carpenter is the Water Market Leader for Stanley Consultants. In that position, he will drive the strategy for how Stanley anticipates the needs of the water sector by aligning service offerings, business practices, and professional capabilities. He has served on the WateReuse Association board for 11 years, with two of those years as President. Guy grew up in Phoenix and obtained a B.S. in Chemistry from Northern Arizona University, and is a registered professional civil engineer. Guy's 29-year career includes executive leadership experience in the public sector, as an engineering consultant, and as an advisor to an investor in the water market. He is a former elected board member, representing Maricopa County, of the Central Arizona Project, which is the entity that delivers 1.5 million acre-feet per year of Colorado River water to Central and Southern Arizona.

Roy Epps, The Walsh Group



Roy Epps is The Walsh Group's Senior Vice President for Water and Wastewater; he provides leadership across all Walsh and Archer Western water infrastructure projects. With more than 35 years of experience in water and wastewater construction services, Roy specializes in collaborative delivery projects, having completed more than \$800 million in Construction Manager at Risk and Design-Build work. Notable projects include Terminal Island WRP Ultimate Expansion, Scottsdale CAP WTP Expansion, F.E. Weymouth WTP ORP Oxidation Facilities, and Fallbrook WRP. A Kansas native, Roy holds a B.S. in Construction Science from Kansas State University. He serves on the Board of Directors of the Water Design-Build Council.

John Hartmann, Arent Fox LLP



John Hartmann serves as the Arent Fox Director of Information Security and is responsible for designing and implementing the firm's risk-based Information Security Management System. He also assists the Arent Fox Data Privacy and Cybersecurity practice groups with the interpretation and analysis of policy and regulations for clients of the firm. John helps advise as to what are reasonable technical, management, and operational security controls to protect various data types and the risk exposure of an industry. He identifies emerging technologies and industry best practices to provide comprehensive policy and governance models to support compliance with information security, privacy, and assurance requirements.

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John Kmiec, Tucson Water



John Kmiec is the Deputy Director of Tucson Water. Prior to re-joining the Tucson Water in 2019, John was the Director of Water and Wastewater for the Town of Marana (2012-2019). From 1999-2012, John was a member of the Tucson Water team assisting in advancing programs such as Central Arizona Project (CAP) recharge and recovery, effluent recharge and recovery, potable and reclaimed water distribution, and backflow prevention programs.

John is currently the Vice President of the Southern Arizona Water Users Association, and previously served as president from 2015-2017. He holds an appointed position on Governor Ducey's Water Augmentation Council where he is also the Recycled Water Committee Chair for that Council. John represented the City of Tucson on Governor Brewer's Blue Ribbon Panel on Water Sustainability in 2010 and he is the Chemical Committee Chairman for the Arizona Department of Environmental Quality's Advisory Panel on Emerging Contaminants. He is also the co-chair of the Steering Committee on Arizona Potable Reuse (SCAPR). John has been on the board of trustees of WateReuse AZ, the state chapter of the WateReuse Association, since 2005, serving as the section president from 2009-2011 and is the current president (2017-2019). John has a B.S. in geological sciences from Michigan State University, an MPA from Troy University, and is a Certified Public Manager (Arizona State University).

Eva Pulliam, Arent Fox LLP



Eva Pulliam, a Senior Associate at Arent Fox, concentrates her practice on all things e-commerce, including data privacy and cybersecurity, advertising and marketing, and intellectual property rights protections. The clients with which Eva works span a wide range of industries, including but not limited to automotive, technology, entertainment, and gaming. Eva focuses heavily on counseling clients regarding data collection, use, and transfer, as well as the development of appropriate internal and external-facing policies to govern such practices. Eva regularly assists clients with developing appropriate privacy programs and works closely with her clients to address their business and legal needs.

Nickie Redick, BKD CPAs & Advisors



Nickie Redick is a member of BKD National Construction & Real Estate Group, and serves as the construction team leader for BKD's Indianapolis practice unit. She has more than thirteen years of experience providing audit, accounting, and consulting services to a variety of clients, including manufacturing, distribution, and construction companies. She works with clients ranging in size from \$10 million in revenue to large consolidated groups with revenues in excess of \$500 million.

Nickie is a member of the Construction Financial Management Association (CFMA), Asphalt Pavers Association, American Institute of CPAs, and Indiana CPA Society. She is a founding member of Executive Women in Finance in the Indianapolis area. She is a 2006 graduate of University of Indianapolis, Indiana, with a B.S. in Accounting.

WWEMA 111th Annual Meeting Speaker Bios

Greg Smith, Chart Your Course International



Greg Smith is recognized as a leading authority on talent management, leadership development, and employee engagement. Greg helps businesses transform themselves into exceptional places to work that attract, retain, and motivate people to reach their full potential. Smith's presentations are inspirational, informative, and entertaining and include a highly interactive style that connects with audiences. As a business performance consultant and author, Smith has addressed organizations in over 19 countries. He has designed training programs and spoken to hundreds of associations, organizations, and businesses.

As founder and President of Chart Your Course International Inc., Smith helps executives and business owners accelerate individual and organizational performance and navigate through increasing rates of change. He helps design strategies and processes to grow organizations and implements business initiatives that create clearer direction, increased profitability, stronger executive teams, improved communication, and happier and more productive employees.

Smith began his career on the front line as a U.S. Army Officer. He worked for the Army Surgeon General as a senior consultant responsible for innovation, quality management, and strategic planning for the U.S. Army Medical Department. In addition, he served on the Board of Examiners for the Malcolm Baldrige National Quality Award—the nation's highest honor for business excellence presented by the President of the United States.

Smith has written and published over 350 articles and 11 books including his latest, *Fired Up! Leading Your Organization to Achieve Exceptional Results*. He has been featured in hundreds of magazines and trade journals and has appeared on numerous television and radio programs, including Bloomberg Business News and PBS television.

Alexander Spiegler, Arent Fox LLP



Alex Spiegler is a registered patent attorney whose practice focuses on all aspects of patent and trade secret law. He has extensive experience with the U.S. Patent & Trademark Office, specializing in patent prosecution and post-grant proceedings, in a wide variety of technologies, including agricultural technology, bioremediation, and chemical processes. Alex also provides advice on trade secret protection and enforcement. He has been recognized by *Legal 500* as a leading lawyer in Patent Prosecution, and was formerly a patent examiner at the U.S. Patent & Trademark Office.