

Charting Our Course: Steering the Strategy

2024 Montrose
Annual Meeting



Welcome!

We're excited to welcome you to the Montrose Annual Meeting at the Atlantis Resort in the Bahamas. Under the theme of "Charting our Course: Steering the Strategy," this event is crafted to strengthen bonds and propel our organization towards its strategic objectives.

Against the backdrop of blue waters and pristine beaches, the Atlantis Resort provides a fantastic setting for focused discussions, strategic planning, and collaborative problem-solving. From insightful panels to thought-provoking presentations, this retreat offers a rare opportunity to delve deep into our objectives, align our vision, and emerge with renewed purpose and clarity.

*Join us as we navigate uncharted waters and chart a course towards success.
Welcome to the Montrose Annual Meeting!*



Sunday *May 19th*

Itinerary

NASSAU INTERNATIONAL AIRPORT & ATLANTIS

3:00 PM

Dry-Run Presentations

GRAND BALLROOM A, B, C

6:00 PM

Cocktail Reception

DOLPHIN CAY

Welcome Cocktail Hour

An Introduction to Dolphin Cay

Sponsored by
WeLEAD, BEAM, PRISM

We invite you to join us for the welcome reception at Dolphin Cay, a world-class marine habitat, focused on creating a true haven for dolphins.



Dolphin Cay stands as a beacon of commitment to marine conservation and responsible stewardship. As one of the most sophisticated marine habitats globally, it not only provides an extraordinary environment for its residents but also operates as a leading marine life rescue and rehabilitation facility in the Caribbean.

At Montrose, we understand the importance of ensuring the welfare of marine life, especially the dolphins at the reception at Dolphin Cay, Atlantis. Rest assured, this event aligns with our values as an environmental company, ensuring that the welfare of the dolphins is of utmost priority.

7:15 PM

Dinner

ATHLETIC LAWN

(near Dolphin Cay)



While we're thrilled to welcome everyone to Atlantis, please note that all activities are exclusively for employees.

Monday *May 20th*

GRAND BALLROOM A, B, C

Morning Sessions

ATTIRE:

Resort Casual: Golf shirts, dress shorts, casual dresses, etc.
No t-shirts or athletic shorts.

7:30 AM

Breakfast and Headshots Available

8:25 AM

Welcome and Safety Briefing

James McCormack

8:30 AM

Navigating the Future: Leading our Strategy Forward

Vijay Manthripragada

8:45 AM

Charting Complexity in Cross-Selling

Chase Selby, Jenna Granstra

9:15 AM

Circumnavigating the World of Corporate Culture

Moderator: Scott Churbock

Panelists: Tanya Jackson, Steve Davis, Ashley Peoples,
Shawn Nelezen, Patricia Canes, Sarah Kaiser

10:15 AM

Break

10:30 AM

Unlocking Potential Through Talent Transformation

Doug Matthys, Allison Iott

11:00 AM

Securing Success: Mitigating Business Risk in Cybersecurity

Tyron Fitzgerald

11:30 AM

Lunch and Headshots Available

1:30 – 3:30 PM

Team Building Activity

Build A Boat & Hope It Floats Regatta

Weigh anchor, unfurl the sails, and cast off as groups are divided into teams to design and build a boat in hopes that it will float across the open water. You'll pick your captain, first mate, and deckhands for this fun seaworthy adventure.

ATTIRE:

Athletic wear that can potentially get wet. Someone on each team will have to get in the boat, race it, and hope it floats, so dress accordingly!

Evening Reception

WEST BEACH

6:00 PM

Cocktail Hour

7:00 PM

Dinner

8:00 PM

Entertainment Performance

Tuesday *May 21st*

GRAND BALLROOM A, B, C

Morning Sessions

ATTIRE:

Resort Casual: Golf shirts, dress shorts, casual dresses, etc.
No t-shirts or athletic shorts.

7:30 AM

Breakfast and Headshots Available

8:30 AM

Welcome and Safety Briefing

Marc Haynes

8:35 AM

R&D: The Wind in our Sails

Vijay Manthripragada, Steve Woodard

9:05 AM

New Horizons: Expanding Services and Geographies

Mark Breitfuss, Brad May

9:35 AM

The Uncharted Waters of PFAS

Moderator: Andy Bishop

Panelists: Danny Flores, Dave Kempisty, Ellen Eveland,
Marilyn Sinnett, Mike Allen, Rock Vitale

10:35 AM

Break

10:45 AM

Our Sustainability Journey

Jami Patrick

11:15 AM

Boardroom Conversations: Guiding our Company's Path

Moderator: Vijay Manthripragada

Board Members: Richard Perlman, Janet Risi, Jim Price,
Peter Graham, Robin Newmark

12:15 PM

Lunch and Headshots Available

1:00– 4:00 PM

Team Building Activity

Montrose Private Lagoon

We have the paradise lagoon all to ourselves! Enjoy nonmotorized water vehicles (kayaks, water bikes, etc.), a private bar, and concessions.

Wrist bands are required and will be distributed at lunch.

ATTIRE:

Beach wear (whatever you feel comfortable in for an afternoon in the sun and beach)

Evening Reception

DIG DECK

(near where the team building lagoon took place)

6:00 PM

Cocktail Hour

7:00 PM

Dinner

Wednesday *May 22nd*

GRAND BALLROOM A, B, C

Morning Sessions

ATTIRE:

Resort Casual: Golf shirts, dress shorts, casual dresses, etc.
No t-shirts or athletic shorts.

7:30 AM *Breakfast and Headshots Available*

8:30 AM *Welcome and Safety Briefing*

Paul Hart

8:35 AM *Championing Safety Excellence*

Paul Hart

9:05 AM *Data Dynamics: Strategizing for Future Success*

Joel Szekel

9:35 AM *LDSN & Sensible EDP*

Pat Clark, Matt Beach

10:05 AM *Break*

10:20 AM *Innovating for Efficiency*

Shawn Nelezen

10:50 AM *Leadership Insights from the Executive Team*

Moderator: Bryan Chubb

Panelists: Vijay Manthripragada, Josh LeMaire, Allan Dicks,
Jose Revuelta, Nasym Afsari, Todd Grosshandler, Steve Woodard,
Scott Churbock, Kevin Gill, JJ Jackson

12:00 PM *Lunch and Headshots Available*

1:00 – 5:00 PM *Team Building Activity*

Enjoy the resort!

We've set aside an afternoon for a laid-back team-building activity. This time is all about unwinding and enjoying the resort's incredible offerings with your colleagues. Whether it's lounging by the pool, trying out water sports, or exploring the island, we encourage everyone to take full advantage of this opportunity to connect outside of the office. Soak up the sun, bond over shared experiences, and make some lasting memories. This afternoon is yours to enjoy, and we hope you make the most of it!

Evening Reception

ROYAL DECK

6:00 PM *Cocktail Hour*

7:00 PM *Dinner*

8:00 PM *Private experience - you won't want to miss it!*

THE ANNUAL MEETING EVENT TEAM

Allow us to introduce ourselves!

Meet the dedicated members of the annual meeting event team, who work tirelessly to ensure a seamless and unforgettable experience for all attendees. From logistics to hospitality, they're here to support you every step of the way. Please don't hesitate to reach out with questions.



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