



2025 Spring Conference Roundtable Discussions

Roundtable Guidelines

- Use this time as an open format to discuss topics that are important to you.
- The topics listed on this sheet are only suggestions.
- Feel free to bring up any topic or ask a question that is relevant to the group/industry.
- Do not use this time to sell your company or pitch your services.
- Each table should start with introductions. Who you are, where you work, what you do.

Antitrust Statement

It is the policy of Pacific-West Fastener Association and its members to comply with laws and regulations applicable to their activities.

Among other things, Pac-West members and leaders are subject to antitrust laws that prohibit fixing prices, allocating geographic markets, unfair or deceptive practices, setting profit levels, boycotts, and most other anticompetitive actions. Pac-West will neither permit nor condone anti-competitive behavior, whether willful or inadvertent, in connection with any Pac-West activity.

Additionally, discussion among two or more people that suggests intentional or unintentional fraudulent activity is illegal.

Conversations involving discussion of matters that may violate applicable laws and regulations should always be avoided, even in private settings, and cannot be tolerated in connection with any Pac-West meeting or activity. Persons engaging in possible violations of Pac-West policy during meetings or activities will be required to cease such activities, and if necessary, are subject to ejection by the presiding officer of the meeting.

Questions concerning antitrust or other laws or regulations connected to Pac-West activities should be referred immediately to the chief staff executive.

No Recordings

No audio, video, or other form of recording of any meeting (including member forums, informal meetings and gatherings, task forces, committee, and subcommittee meetings) of the corporation are permitted other than as may be authorized by the Board of Directors, in its sole discretion, by written resolution. In the event that a recording of a meeting is authorized, said recording shall be destroyed upon approval of the minutes of the meeting or one hundred (100) days, whichever is sooner, unless prohibited by law, court order, or written directive of the Board of Directors.

Suggested Topics for Discussion

These are only suggestions – feel free to discuss any topic!

General Questions

- How has your company changed for the better over the past year?
- What has been your greatest challenge over the past year and how did you handle it?
- How is your company preparing for any changes/challenges this year?
- Does anyone have a success story you'd like to share?

Tariffs & Transportation

- What is the industry sees as long-term effects of these?
- What are companies doing to get ahead of tariffs?
- Do they play a big role in your pricing strategy? How will you handle it?
- Most of the industries commodities originate in East Asia - are companies moving to source outside of East Asia or are they planning to just pass on the increase to their customers?
- NMFTA is moving away from a class to a density-based system. Changes will affect all shippers.

Talent

- Is the industry still seeing a difficulty in finding good talent?
- How about retaining current employees - has that continued to become more difficult or is the uncertain economy having people playing it safe and staying in their current roles?

AI & Cybersecurity

- As AI continues to advance, what programs are companies implementing to reduce repetitive tasks?
- Is there concern about cybersecurity with the increase in AI bots and phishing email attempts?
- How can AI be used to improve my marketing efforts, website, & inside sales efforts?
- Is there a simple way to enhance a company's image using AI tools?
- How critical is having a company culture?
- Can all my employees explain what we offer our clients or does it even matter?