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LIQUID RECYCLING

used oil | parts cleaning | anti-freeze | filters & absorbents | wastewater | chemicals

2020 Conference & Trade Show

See page 14

KEYNOTE ADDRESS
Leadership In Challenging Times

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PARKER'S POINT *by Scott D. Parker, NORA Executive Director*

Responsible Recyclers
Responsible Meetings

NORA and its members have a tradition of being 'responsible'. In fact, it is part of our legal name: "NORA, An Association of Responsible Recyclers".

Prior to COVID-19, NORA members made health, safety and environmental considerations a top priority in their planning for all existing and new facilities, processes, products and services. Once COVID-19 hit, NORA members developed and implemented new best practices based on federal and local guidance to minimize the risks to their customers and employees. This ensured the essential role of collecting and recycling over a billion gallons of used oil and related materials each year continued uninterrupted.

As we continue to learn and understand about the virus, it is becoming clearer that a binary choice of a fully open or fully closed economy is not plausible. Using the appropriate risk mitigation strategies, it is possible for all of us to take the appropriate action to find a 'new normal'.

Just as your companies forged a path for you to safely provide service to your customers and operate your facilities, NORA has been working to do the same for the upcoming Conference & Trade Show in Tucson, Arizona in November.

Under the leadership of Conference Chairman Ken Bentfeld, we have been studying the Center for Disease Control's "Considerations for Events and Gatherings" as well as state and local rules. We have developed a series of NORA Safety Protocols, some of which are outlined on page 20. We have other procedures that will be in place onsite that will be in full compliance with the CDC guiding principles.

If there were any year where members would benefit by gathering to network about the best path forward, interacting with leading vendors, learning from top presenters and hearing motivational messages, 2020 is that year.

Or, perhaps you are like some of our members who are feeling a sense of extreme cabin fever and are looking for a safe escape. Our event in Tucson offers that to you.

Regardless of the reason on why you are attending, we look forward to welcoming you safely and responsibly to Tucson. If you have questions about our safety protocols, please contact me directly.

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WELCOME TO NORA'S NEWEST MEMBERS

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INDUSTRY CALENDAR

2020

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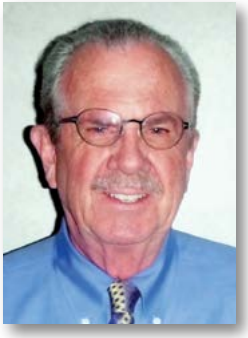
PFAS Contamination

By Jack Waggener, P.E., AECOM and NORA Senior Consultant



Jack Waggener

EPA, DOD, Congress, States, Industry, and Environmental groups are weighing in on what to do about EPA contaminants of concern (COC) per-and polyfluoroalkyl substances (PFAS). Each entity has a different approach to the issues resulting in a "shot gun pattern" of ideas, requirements and guidance. This will have both positive and negative consequences for NORA member companies and their clients. Over the past few years, we have discussed this at our winter, mid-year and the Annual conference meetings; and will be continuing to do so.

PFAS is a family of 1,000's of organic compounds; many are in the items and materials we use in our everyday life. As a result, they are ubiquitous in the environment and many of them are considered persistent bio-accumulative toxins that are highly mobile in water and very difficult to treat/destroy. The immediate, largest expressed concerns are in the levels found in potable water sources (surface and groundwater), municipal potable water distribution systems, and municipal sewage treatment plant wastewaters and biosolids.

Some of the numerous sources of PFAS are firefighting foams, fire-retardants, non-stick materials (Teflon), water relents (like Scotch Guard), cosmetics, soaps, bio solids from wastewater treatment, domestic septic tank systems, etc. PFAS groundwater contamination began to be discovered several years ago around Department of Defense (DOD) military bases and larger airports throughout the USA (and world) where fire-fighting foams are used. Some other significant industrial sources are refineries, textiles, electronics, paints, coatings, paper, plastic, resins, metal plating, etc.

In recent years the DOD has used a target screening level of 400 parts per trillion (ppt) or 400 nano grams per liter (npl) to determine when there is a significant issue that might require remediation of ground or surface water. However, EPA has adopted a lifetime health advisory level of 70 ppt, combined for two PFAs compounds, perfluorooctanoic acid (PFOA) and perfluorooctanesulfonic acid (PFOS). To demonstrate the disparity Michigan and New Hampshire recently set MCL's much lower for PFOA and PFOS. Some other states are also doing their own things, such as CA, WA, CT, IA, MN, NY, RI, FL, GA, and IL. States, environmental groups, and several U.S. House and U.S. Senate members have been pushing EPA to develop much lower action levels and a maximum contaminate level (MCL) for drinking water.

It is very difficult to properly and accurately sample and test PFAS compounds to these extremely low levels. Cross contamination of samples is a major concern as PFAS is in some flexible tubing, commonly worn Tyvek lab and sampling clothing and many other items. Most of the analytical test methods being used are experimental, not EPA approved, and have poor accuracy at low concentrations.

On July 27, 2020 EPA sent for White House review an interim guide of incineration and other disposal of PFAS and a proposal to lower concentration levels for mandatory PFAS water monitoring, measures that the agency is touting as part of its efforts to "aggressively" address the broad class of chemicals. The White House Office of Management and Budget (OMB) says it received EPA's "Interim Guidance on the Destruction and Disposal of PFAS and Materials Containing PFAS for mandatory pre-publication review. OMB review typically takes 90 days but can take more or less time depending on the rule under review.

Important to Centralized Waste Treatment facilities and others is that once in the water PFAS is very difficult and expensive to remove and destroy. Most are not destroyed by biological and chemical precipitation and require high temperature incineration, adsorption treatments like granular activate carbon (GAC) or some

special resins. Then GAC has to be regenerated by high temperature incineration that is believed to destroy the PFAS. Others are promoting secure landfills and proprietary methods are being developed. However, EPA and some states are concerned about air emissions of PFAS compounds from incineration, as a result some commercial incinerator facility have been rejecting PFAS materials. Approved Air measurement methods do not currently exist and will need to be developed in order to characterize sources, control technology and examine impacts of changes in emissions and chemistry.

Undoubtedly NORA facilities have or will soon start seeing their local city sewer ordinances contain PFAS limits and at very low levels. This will result in many of the members needing to test for PFAS in their wastewater discharge and in coming wastes and materials being received by their facilities. A study in Michigan of many municipal wastewater treatment plant influents and effluents has shown that cities with industries with chrome plating processes have elevated PFAS concentrations. A likely source is a liquid like material that is typically blanketed on top of the chrome plating bath to reduce CR (VI) fuming and employee exposure to comply with OSHA requirements.

It could result in much higher operating costs; however, it could create new markets for our members. I have found that several CWT operators are very interested in developing ways to receive and effectively treat and dispose of these numerous PFAS waste streams.

Obviously, this is a brief overview of these very complex issues. If you are interested in more details, you can contact me at jack.waggener@aecom.com or by phone at 615.224.2133. See you in Tucson where we will continue to discuss this and other issues in the updates on governmental affairs and by networking with each other. ■

Industry News

MORE INFORMATION ABOUT THESE NEWS ITEMS IS AVAILABLE AT WWW.NORANEWS.ORG/NEWS.
SEND ANY INDUSTRY NEWS UPDATES TO COMMUNICATIONS@NORANEWS.ORG.

NOCO Buys Glycol Blender

NORA member NOCO Energy acquired Syracuse-based Glycol Blender, which sells and delivers glycols, a type of antifreeze used as a coolant in commercial and industrial applications. Glycol Blender also recovers glycol-water mixes for recycling. As a result of the acquisition, NOCO has formed a new division, called Noco Innovative Industrial Solutions.

Study Shows Front Crash Prevention Works for Large Trucks Too

Equipping large trucks with forward collision warning and automatic emergency braking (AEB) systems could eliminate more than 2 out of 5 crashes in which a large truck rear-ends another vehicle, a new study from the Insurance Institute for Highway Safety suggests. IIHS Director of Statistical Services Eric Teoh examined data on crashes per vehicle mile traveled from 62 carriers operating tractor-trailers and other trucks weighing at least 33,000 pounds. He found that trucks equipped with forward collision warning had 22 percent fewer crashes and trucks with AEB had 12 percent fewer crashes than those without either technology. Forward collision warning and AEB reduced rear-end crashes — the specific type of collision they're designed to prevent — by 44 and 41 percent, respectively.

Wayman Andrew "Andy" Pritchard

JUNE 27, 1975 – SEPTEMBER 23, 2020

It is with great sadness that NORA reports the passing of Wayman Andrew "Andy" Pritchard, of Enterprise Oil on Wednesday, September 23, 2020.

Andy was the CEO of Enterprise Oil, a long-time member of NORA. Because of his involvement and dedication to the industry, he was elected in 2017 by the members to serve on the Board of Directors of the association. He was re-elected to that leadership role in 2019.

He was a member of Grace Baptist Church, a devoted husband and father, and a fun-loving friend to many. Andy loved spending time with his family on their farm, watching his daughter compete in horse shows and his sons participate in sports. He was always sharing his love of life with others, including volunteering with the Mission of Hope. Andy leaves behind his wife, Ginger; three children; father, Wayman; and brother, Adam.

Andy will be missed. He was humble, joyful and always willing to help. The prayers of the entire NORA community go out to the Pritchard Family and the Enterprise Oil team.

In lieu of flowers, donations may be made to Mission of Hope, P.O. Box 51824, Knoxville, 37950 (missionofhope.org).

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MEMBER SPOTLIGHT

Turn-Key Environmental

By M. Diane McCormick

Turn-Key Environmental: Dedicated employees do whatever it takes.

Joe Poracky and Larry Freedlund struck out on their own after the used-oil business where they worked was sold. As environmental consultants, they subcontracted the pickup of waste materials from quick-lube shops, but it soon became apparent that hired trucks couldn't keep up with demand.

"Even though we swore we'd never buy trucks, we bought a pickup truck with a lift gate to help with drums, and that was so successful, we said, 'Okay, we'll get a box truck,'" Poracky says today. More trucks came along.

That was the beginning of Turn-Key Environmental, founded in 2005 and standing today on mutual respect and customer service. The Kankakee, Illinois-based business provides nonhazardous special waste hauling, with services including used oil recovery, waste water transportation, and drum and box removal.

Turn-Key Environmental recently built its own waste water treatment plant to fill a business need, while its charitable causes include one deeply ingrained in the company family. With about 33 employees, the company runs 20 trucks throughout Chicagoland – the 200-mile radius encompassing Illinois, Wisconsin, Indiana, southwest Michigan, and Iowa. While Joe Poracky remains active, Larry Freedlund is mostly retired but contributing to big decisions – or as Poracky puts it, "on the sidelines but still coaching."

As business expanded in the early days, Larry Freedlund's son, Gary Freedlund, left a job working with terminally ill children to lead operations. Since starting from the ground up, he has "done an unbelievable job of managing the growth and the drivers and the expansion of our company," says Poracky. "He has turned out to be the greatest partner and general manager/VP we could ask for because he has done everything he has ever asked his guys to do."

In return, Freedlund calls Poracky "a visionary for our industry. Joe has been a leader. He's been able to see where we need to be two or three years down the road."

One project initiated three years ago resulted in Turn-Key's new waste water treatment plant, which opened in March 2020, just when COVID hit. "Great timing on our part," jokes Poracky. Still, usage has been rising every month since.

Created as a separate company, the facility is open to all users, including friendly competitors who leverage its convenience.

Turn-Key's success comes from "old-fashioned customer service," says Poracky. "There are still people out there who appreciate a local telephone number and knowing who their driver is."

Turn-Key adopted its name early in its evolution, projecting a willingness to do whatever the client needs. That philosophy continues today, whether it's a quick-lube shop utilizing Turn-Key for all its environmental needs, or a large oil distributor calling Turn-Key to oversee cleanup of a spill.

AIRECON
6

"That's what I'm doing as we speak," said Poracky.

Currently, Turn-Key handles about four to five million gallons of used oil and eight to nine million gallons of waste water yearly. Volume has grown so much – even amid COVID -- that Turn-Key has reached maximum capacity with at least four waste oil trucks.

When cultivating markets and clients for used oil and antifreeze, NORA membership "has been the biggest asset," says Freedlund. "We've gotten to build relationships with a lot of other small companies, as well as with the big guys within our industry. We've been able to reach out to those other individuals to help with selling our product."

The logistics of finding markets constitute a daily grind, but as Freedlund notes, jobs are on the line. "We are very proud of the fact that we have great workers, and they are just as great people as they are workers. We really try to stive to provide for everyone here."

"I'll put our employees against anyone in the industry," Poracky agrees. "Overall, we have the most caring, the most thoughtful people putting in the effort every day. That carries a lot of our success. People just like working with our people."

Early in the pandemic shutdown, Turn-Key owners decided to "gut it out without laying off anybody," and they didn't, says Poracky. By the third quarter of 2020, business was nearing 90 percent of pre-COVID levels.

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Primary among Turn-Key's community causes is one close to its heart. In 2009, Gary Freedlund and his wife, Jamie, had a baby girl, Mattea Joy, who was given little chance to live. The bright-eyed little girl beat the odds for nine and a half months – time the family was able to spend together until Mattea's passing in January 2010. Most of those months were spent in the hospital, among other families with critically ill children.

"Once she passed away, with all of the families we got to meet, we couldn't sit back and not do anything," says Freedlund. They established Mattea's Joy, a 501(c)3 that serves monthly hot dinners in the University of Chicago Comer Children's Hospital NICU and PICU, plus homemade dinners once a month at the nearby Ronald McDonald House.

"I've seen firsthand the work that they do," says Poracky. "People just cannot understand what providing meals can do for these families when they're dealing with the stresses of the hospital."

As the people of Turn-Key Environmental move forward, they hope that their company and all other small businesses can keep delivering customer-facing service, with support from NORA.

"I hope that we can work long enough and well enough to be able to sustain having a small family business," says Poracky. ■

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2020 NORA
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TUCSON, ARIZONA
NOVEMBER 11-14, 2020

2020 NORA CONFERENCE & TRADE SHOW

The 2020 NORA Conference & Trade Show pre-registration list has soared to over 115 industry leaders and is growing each day.

The event will be held November 11-14 in Tucson, Arizona at the Westin La Paloma Resort & Spa.

Now, more than ever, is a great time to safely come together as an industry to network, learn and share about how to be positioned to succeed with the opportunities and threats before us.

As we welcome you to this year's NORA Conference, we are committed to providing members with a safe environment. See page 20 for NORA's Conference Safety Protocols.

The four diamond Westin La Paloma Resort has over 92,000 square feet of event space allowing for social distancing. This allows us the ability to create a safe environment so members can relax and enjoy their conference experience.

In addition, the hotel has brought in in-house and outside experts in food and water safety, hygiene and infection prevention, and hotel operations to develop their Commitment to Clean with redefined cleaning procedures.

NORA members are essential. And this event is essential to keep you current and to learn from others in the industry.

Visit www.noranews.org/2020NORAExhibitors to see a list of the current exhibitors. Contact Brittanne Gasser (703-753-4277 or marketing@noranews.org) to reserve a space.

Register Now: Regular registration rates are in effect now through October 31st.

Visit www.noranews.org/2020ConfInfo or call (703) 753-4277 for assistance with registering.

NORA Conference Safety Protocols

As we welcome you to the 2020 NORA Conference, the association's leadership is committed to providing members with a safe environment. Safety protocols are being developed with the latest guidance to minimize risk for NORA Members. See page 20 for NORA's Safety Protocols.

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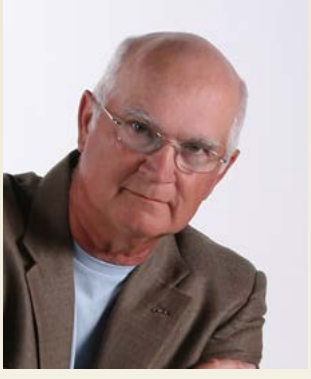
KEYNOTE ADDRESS

Leadership in Challenging Times

KEVIN "THE COLONEL" SWEENEY

How to Deliver Peak Performance when the Heat is On



Kevin "The Colonel" Sweeney's presentation is built around his dramatic life and death flight during a night combat mission in Desert Storm when both of the engines on his left wing came completely off the airplane. Kevin will mentally position you in the cockpit with him to personally live through the incredible experience and challenges he and his team, his aircrew, faced on that flight.

Discover why the hard work you do beforehand matters more than the work you do when the pressure is on. Through his five principles of Pressure Cooker Confidence Kevin will show you how to:

- Deliver peak performance when the heat is on.
- Ignore the immaterial and focus on the right thing, at the right time, and in the right order.
- Become the teammate your customers, clients, and colleagues covet.
- Lead when the going gets tough. (And trust me, it will get tough).

Members may also sponsor the Keynote Address for $1000. See page 22 for sponsorship details. Contact Brittanne Gasser at marketing@noranews.org with any questions.

Biography

Kevin Sweeney is the only person to successfully land a KC-135, the military version of the Boeing 707, after two of the four engines were ripped completely off the airplane while on a night combat mission in Desert Storm. This challenging experience taught him to think on his feet and be highly flexible.

The unique life experiences of Kevin Sweeney have molded him into an inspirational speaker, allowing him to effectively motivate members. Through his presentation, people learn how to shine during the tough days by using specific techniques, helping them to maintain a calm composure when faced with change or challenge.

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SPEAKERS AND TOPICS

Friday's Featured Speaker

TRUMP OR BIDEN?

The Election's Impact on the Economic Forecast & the Liquid Recycling Industry

The 2020 Presidential Election will occur one week prior to the NORA Conference. A leading economist will provide attendees with an economic forecast for 2021 and beyond based on who wins the election. This session will address the overall economy, how GDP will perform, oil prices, workforce challenges and much more of interest to NORA members. This will assist members in preparing their budgets and business strategies with the best available information.

Internationally acclaimed economist and public speaker specializing in making the arcana and minutia of economics fun, relevant and educational.

Presented by
Elliot Eisenberg, Ph.D.

Additional Session Topics

M&A: Current Market Conditions

As the liquid recycling industry matures, the merger & acquisition activity in the sector continues to grow. NORA members are more diversified than ever which adds complexity to potential transactions. An expert with experience in this space will explore the current state of the M&A landscape and what the market values now. Whether your business is buying, considering a sale or understanding current market conditions, this session will provide the insight you need.

What I Wish I Knew Before We Sold

A panel of individuals from NORA member companies that have sold will share their first hand experience. While each situation is unique, these members have gained an invaluable education and are willing to share with you the lessons they learned. Their experience includes learning new terminology, valuation methodologies, the overall process and other random processes. An interactive question and answer period will allow members to participate with the panel.

Construction Market Outlook

The election. COVID-19. State budgets. There is a great deal of uncertainty as we enter 2021. NORA members are preparing their business plans and budgets. The construction market, particularly the asphalt pavement sector, directly or indirectly impacts many members. An expert from that space will provide a report on the outlook for the sector in 2021.

Lubricant Market Outlook

The overall lubricant market impacts NORA members in many ways. The outlook for lubricant production in 2021 is a good indicator on the volumes that may be available for collection. In addition, the used oil that is re-refined into a base lube is dependant on the lubricant and blending market. This session will provide members with the best available information to plan for next year.

COVID-19 – Prepping for What's Next

In mid-March, NORA members quickly developed best practices to allow them to continue to operate their businesses safely. Many of those best practices were shared in a report to members early on. Now that we are seven months past, it is a good time to reflect on what is working and what needs improvement. We will also look forward to anticipate what is on the horizon for our businesses from a COVID-19 perspective. A member panel will explore this with an interactive Q&A session after.

Government Affairs Executive Summary

While COVID-19 may have slowed down some things in 2020, many new government regulations and initiatives have been introduced or changed this year. This session will provide you a high level view of the government affairs issues that are evolving in the liquid recycling sector that will impact your business in 2021 and beyond. Topics that will be reviewed include the US Department of Energy Used Oil Report, PFAS, Parts Cleaning state rules, IMO 2020 and much more.

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NORA CONFERENCE SAFETY PROTOCOLS

As we welcome you to this year's NORA Conference, we are committed to providing members with a safe environment. Safety protocols are being developed with the latest guidance to minimize risk for NORA Members. Anyone with underlying conditions or any COVID symptoms should not attend. Don't travel if you are sick or if you have been around someone with COVID-19 14 days prior to the NORA Conference.

Hotel Safety Protocols

- **Spacious for Social Distancing:** The Westin La Paloma is a large, spread out property consisting of low rise buildings. No elevators are necessary. NORA has plenty of meeting space and will be the only group in-house.
- **Westin's "Commitment to Clean":** Consisting of in-house and outside experts in food and water safety, hygiene and infection prevention, and hotel operations, the Marriott Cleanliness Council had developed enhanced procedures throughout the hotel.

NORA Safety Protocols

- **Event Density:** NORA has reset the meeting space for a maximum 50% occupancy in the trade show and meeting rooms.
- **General Meeting Room:** The general session room will be set to allow for social distancing of 6 feet for each seat. Attendees will keep the same seat all day.
- **Social Distancing & Masks:** NORA requests guests maintain social distance of 6 feet apart. Masks will be provided, please use when social distancing is not possible.
- **Comfort Alert Ribbons:** At check in, each member will choose a green or red ribbon for their badge to alert other members of your comfort level on interaction.
- **Hand Sanitizer:** Stations will be placed throughout the hotel and the meeting space. Additionally, individual hand sanitizers will be provided to each attendee.
- **Closing Party Outdoors:** The closing party is moving outdoors to NORAritaville! It will be on Friday afternoon by the outdoor resort pool and will feature music, drinks, food and great company.

Centralized Waste Treatment

- Oily Wastewater, Organics, Leachate, Solidification
- Recycled Fuel Oil Purchase Programs
- Industrial and Retail Used Oil Collection
- Transportation via Tanker, Rail and Barge
- New Industrial Oil Manufacturing and Used Oil Reclaim Services
- Recycled Petroleum Products/Distillates Processing (RPP)
- Consumer Product Destruction and Recycling
- Surfactant Recovery and Beneficial Reuse
- Container Management and Waste-to-Energy Processing

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Gain exposure for your company at this premier event in the liquid recycling industry. All members, even those not attending the meeting, may sponsor and advertise. For just a small contribution, you can support your industry and promote your business. All sponsors will be thanked on the NORA website with a link to your company's website, in Liquid Recycling Magazine which is distributed to 2,000 industry leaders, and in the committee book which is distributed at the event and posted on the NORA website, and on signage at the event. Contact marketing@noranews.org with any questions.

CLOSING PARTY NAMING RIGHTS* ~~**$7500**~~ **| SOLD**
Exclusive Sponsorship - Only 1 available. Available on a first come, first serve basis. Includes prominent logo placement everywhere closing party is mentioned - large signage at event, NORA website, Conference Book cover, Liquid Recycling magazine, conference agenda and on each table at closing party. Also includes all Level 1 Closing Party Sponsor benefits.

LEVEL 1 CLOSING PARTY SPONSOR **$5000**
3 remain available. Your logo will be featured on the front cover of the Conference Book, on a commemorative photo jacket, and displayed at the Closing Party. You also receive a reserved table for ten registered attendees/companions in premier location at the closing party, Closing Party Sponsor ribbon on badge, recognition at Closing Party dinner, full page color ad in Conference Book ($625 value), color logo with company/exhibitor index in Conference Book, and logo on the "thank you" page in post-Conference Magazine.

PREMIER SPONSOR* ~~**$5000**~~ **| SOLD**
Only one available. Your logo will be featured on the front cover of the Conference Book and on all name badges. You receive the back cover ad of the conference book. Your company will be thanked at the opening session and your logo will be screenprinted on the tote bags distributed at registration.

LANYARD SPONSOR* ~~**$2900**~~ **| SOLD**
Only one available. Your company logo will be printed on the lanyard distributed to all attendees.

KEYCARD SPONSOR* ~~**$2900**~~ **| SOLD**
Only one available. Your logo will be printed on key cards distributed to NORA guests at hotel check-in.

NOTEBOOK SPONSOR* ~~**$2900**~~ **| SOLD**
Only one available. Your logo will be on the notebook placed at each seat at the beginning of the conference on Thursday morning.

HAND SANITIZER SPONSOR* ~~**$2900**~~ **| SOLD**
Only one available. Your logo will be printed on the front of bottles of hand sanitizer distributed at registration.

FACE MASK SPONSOR* ~~**$2900**~~ **| SOLD**
Only one available. Your logo will be printed on face masks distributed at registration.

AUDIO/VISUAL SPONSOR* ~~**$2000**~~ **| SOLD**
Only one available. Your logo will be prominently displayed when the 'splash screen' is displayed in the main meeting room. As an added bonus, this sponsorship includes a free full page color ad in the Conference Book (a $625 value).

REGISTRATION SPONSOR* **$2000**
Only one available. Your full color logo will be displayed on glass window cling over the NORA registration desk.

LEVEL 2 CLOSING PARTY SPONSOR **$2000**
Only 8 available. Your logo will be featured on the front cover of the Conference Book, on a commemorative photo jacket, and displayed at the Closing Party. You also receive a Closing Party Sponsor ribbon on badge, recognition at the Closing Party, half page color ad in Conference Book ($475 value), color logo with company/exhibitor index in Conference Book, and logo on the "thank you" page in post-Conference Magazine.

GOLD SPONSOR BUNDLE **$1800**
Your logo will be printed on the front cover of the Conference Book and on large signage at the event. You receive a free full page color ad in the event book and your company will be thanked at the opening session. Includes a golf hole sponsorship and company logo printed on the conference bags. For logo on bag, please order by Oct 2 (10 available). For purchases after October 3, a level 4 closing party sponsorship will be substituted for the bag sponsorship.

CAN COOLER SPONSOR (COOZIE STYLE)* ~~**$1200**~~ **| SOLD**
Only one available. Your company logo will be printed on the can coolers placed next to the bars in the Trade Show.

KEYNOTE SPEAKER SPONSOR **$1000**
Your company will be thanked prior to the speaker's keynote address and your logo will be prominently displayed. In addition, you will have an exclusive opportunity to meet with the speaker before the event and will receive a signed copy of the speaker's book.

DRINK TICKET SPONSOR **$1000**
Your logo will be printed on the drink tickets for the Wednesday Opening Reception and your company will receive extra drink tickets for the event. Please order by Oct. 16 to allow time for printing.

LEVEL 3 CLOSING PARTY SPONSOR **$1000**
Only 11 available. Your logo will be featured on the front cover of the Conference Book, on a commemorative photo jacket, and displayed at the Closing Party. You also receive a Closing Party Sponsor ribbon on badge, recognition at Closing Party dinner, color logo with company/exhibitor index in Conference Book, and logo on the "thank you" page in post-Conference Magazine.

LIP BALM SPONSOR* **~~$1000~~ | SOLD**
Only one available. Your company logo will be printed on the lip balms placed in the conference bags distributed to attendees.

FLOOR SPONSOR **$800**
Your full-color logo or ad will be displayed on 3 large floor decals in the lobby of the conference center.

BAR FLOOR SPONSOR **$800**
Your full-color logo or ad will be displayed on 2 large floor decals on the floor of the hotel bar.

BAG SPONSOR **$550**
Your logo will be printed on the conference bags distributed to attendees. Available through October 2 to allow time for printing.

EVENT PAGE LOGO **$600**
Your company logo on the main event page on NORA website.

LEVEL 4 CLOSING PARTY SPONSOR **$500**
Your logo will be featured on a commemorative photo jacket and displayed at the Closing Party. You also receive a Closing Party Sponsor ribbon on badge, recognition at Closing Party dinner, black and white logo with company/exhibitor index in Conference Book, and logo on the "thank you" page in post-Conference Magazine.

GOLF LUNCH SPONSOR **$500**
Your company will be recognized on the box lunches placed in each cart at the start of the tournament. This sponsorship includes a Golf Hole Sponsor Sign.

GRAND OPENING EXHIBIT RECEPTION **$450**
Your logo will be prominently displayed on all signs for the reception and printed next to the event on conference agendas.

CHARGING STATION SPONSOR **$400**
Your logo will be prominently displayed at a charging station near the registration desk to supply power for mobile devices.

BAG INSERT SPONSOR **$325**
You provide the insert and NORA will distribute it in the conference or golf bags. Examples include hats, coozies, fliers, etc. Please deliver items to hotel by November 10.

SPOUSE BRUNCH SPONSOR **$300**
Your logo will be printed next to the event on conference agendas.

LEVEL 5 CLOSING PARTY SPONSOR **$250**
Your logo will be featured on a commemorative photo jacket and displayed at the Closing Party. You also receive a Closing Party Sponsor ribbon on badge, recognition at the Closing Party dinner, and logo on the "thank you" page in post-Conference Magazine.

THURSDAY CONTINENTAL BREAKFAST **$250**
Your logo will be prominently displayed on signage at the breakfast and included next to this event on conference agendas.

FRIDAY CONTINENTAL BREAKFAST **$250**
Your logo will be prominently displayed on signage at the breakfast and included next to this event on conference agendas.

GOLF HOLE SPONSOR **$225**
Your logo will be printed on a sign placed at one of the holes during the golf tournament.

CANDY BOWL SPONSOR **$175**
3 remain available. Your logo will be displayed around the NORA Candy Bowl at the registration table.

NORA CONFERENCE EXHIBITORS

For more information or to purchase a booth, contact Brittanne Gasser at marketing@noranews.org.

AECOM Corporation
www.aecom.com

Bedford Industries, Inc
www.oberg-crusher.com

Chem32 LLC
chem32llc.com

Clean Burn, LLC
www.cleanburn.com

Dexsil Corporation
www.dexsil.com

EHS Momentum
www.ehsmomentum.com

Engine & Accessory, Inc.
rampstar.com/

InCon Process Systems - GIG Karasek GmbH
www.ips-gigk.com

Lamb Fuels, Inc
www.lambfuels.com

MultiTherm LLC
www.multitherm.com

Onken Inc
www.onkens.net

Par-Kan Company
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Porocel International
www.porocel.com

PT
www.ptcoupling.com/index.html

Seneca Tank
www.senecatank.com

StillClean
www.stillclean.com

Summit Environmental Technologies
www.settek.com

Thermopac Process Engineering LLP
www.thermopac.in

Trihydro
www.trihydro.com

Titan Logix Corp.
www.titanlogix.com

WasteBits
www.wastebits.com

XL Insurance, Division of AXA
www.axaxl.com

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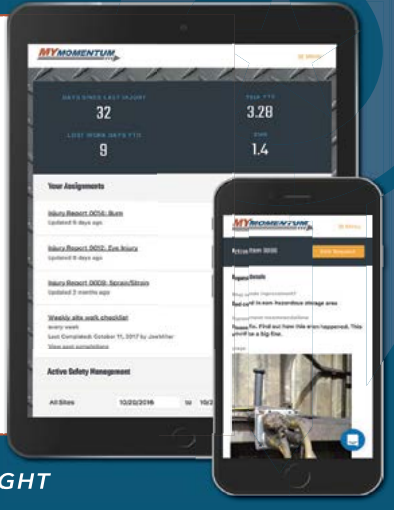

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SC / 2019

GA / 2019

TX / 2017

Antifreeze Blends per ASTM-3306

AK / 2017

For more information contact Bill Dempsey at 402-297-2643 or email bill@hazmatnc.com.

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Neil Danziger, Owner • Office: 704-332-5600

Tucson, Arizona • November 11-14, 2020

2020 NORA Conference Registration Form

Complete one form for each person. Only one form required to include payment information.

EXHIBITORS: *Do Not Use This Form - Use Exhibit Agreement Form or Additional Booth Personnel Form.*

Contact Info

NAME | BADGE NAME, IF DIFFERENT

COMPANY

ADDRESS | CITY | STATE | ZIP

PHONE | EMAIL

Registration Choices

Full Registration (you may assign/change names to the registration at any time) includes all conference sessions, conference materials, opening reception (members only), two continental breakfasts, breaks and Friday Night Closing Party Dinner. Payment must be faxed or postmarked by the dates to be eligible for the discounted prices.

PRICES	Regular *(paid by October 31)*	Late *(after October 31)*
NORA Member: First person	❑ $830	❑ $890
NORA Member: Additional person	❑$730	❑ $790
Non-Member: First person	❑ $2300	❑ $2500
Non-Member: Additional person	❑ $2200	❑ $2400
Government Representatives	❑ $350	❑ $350

EXTRAS

❑ Spouse/Companion: Full Package....$275*
❑ Spouse/Companion: Friday Only.....$209**
❑ Golf.....$95
❑ Golf Club Rental.....$70
❑ Spouse/Companion Tour.....TBD

If you selected spouse/companion package, please enter their name here:
_____

If you selected golf, please include your average score:_____

Is this your first time attending a NORA Meeting? ❑ Yes ❑ No

**This package includes access to the opening reception on Wednesday including food and drinks, the Thursday spouse brunch, a spouse gift and the Friday night closing party. This package is for spouses and companions of registered attendees; this may not be used for employees of an attending company.*

***This package includes food and drinks at the Friday night Closing Party Dinner. This package is for spouses and companions of registered attendees; this may not be used for employees of an attending company. All guests must register in advance for the closing party.*

Payment Options

Total Amount Due $ _____

All payments are in US Dollars, drawn on US Bank.

NAME ON CARD | SIGNATURE

CARD NUMBER (AMERICAN EXPRESS, MASTERCARD AND VISA ACCEPTED) | EXP. DATE | SECURITY CODE

BILLING STREET NUMBER & ZIP (IF DIFFERENT THAN ABOVE) | EMAIL TO SEND RECEIPT (IF DIFFERENT THAN ABOVE)

Submit Your Registration

- Registration may be scanned and emailed to marketing@noranews.org. Please do not email credit card information.
  - ❑ Faxed to 703-753-2445
  - ❑ Phoned in to Kim Litscher at 703-753-4277
  - ❑ Mailed to 7250 Heritage Village Plaza, #201 Gainesville, VA 20155
  - ❑ Will pay online: following processing of paperwork, a secure payment link will be emailed to you

2020 Cancellation Policy

- NORA Registration cancellation made by October 31, 2020 are fully refundable for any reason. Cancellations made November 1–10th will be refunded at 50% of the registration fee.
- If the event is canceled, all registration fees paid to NORA will be fully refunded.

Book Your Hotel Room

THE WESTIN LA PALOMA RESORT & SPA
3800 EAST SUNRISE DRIVE
TUCSON, ARIZONA 85718

NORA Rate $189/night
To secure your room, call (888) 627-7201 and reference NORA 2020 or reserve online by visiting www.noranews.org/2020ConfHotel by October 31 to book at a discount rate (though rooms may sell out early).

Tucson, Arizona | November 11-14, 2020

2020 NORA Conference Sponsorship Form

Complete form with sponsorship advertising selections.

Contact Info

Name _____ Title _____

Company _____ Email _____

Sponsorship Opportunities

General Sponsorships		Price
☐ Closing Party Naming Rights	**SOLD**	~~$7500~~
☐ Level 1 Closing Party Sponsor		$5000
☐ Premier Sponsor*	**SOLD**	~~$5000~~
☐ Lanyard Sponsor*	**SOLD**	~~$2900~~
☐ Key Card Sponsor*	**SOLD**	~~$2900~~
☐ Notebook Sponsor*	**SOLD**	~~$2900~~
☐ Hand Sanitizer Sponsor*	**SOLD**	~~$2900~~
☐ Face Mask Sponsor*	**SOLD**	~~$2900~~
☐ Audio/Visual Sponsor*	**SOLD**	~~$2000~~
☐ Registration Sponsor*		$2000
☐ Level 2 Closing Party Sponsor		$2000
☐ Gold Sponsor Bundle		$1800
☐ Can Cooler Sponsor (Coozie Style)*	**SOLD**	~~$1200~~
☐ Keynote Speaker Sponsor		$1000
☐ Drink Ticket Sponsor		$1000
☐ Level 3 Closing Party Sponsor		$1000
☐ Lip Balm Sponsor*		$1000
☐ Floor Sponsor		$800
☐ Bar Floor Sponsor		$800
☐ Bag Sponsor		$550
☐ Event Page Logo		$600
☐ Level 4 Closing Party Sponsor		$500
☐ Golf Lunch Sponsor		$500
☐ Grand Opening Exhibit Reception		$450
☐ Charging Station Sponsor		$400
☐ Bag Insert Sponsor		$325
☐ Spouse Brunch Sponsor		$300
☐ Level 5 Closing Party Sponsor		$250
☐ Thursday Continental Breakfast		$250
☐ Friday Continental Breakfast		$250
☐ Golf Hole Sponsor		$225
☐ Candy Bowl Sponsor		$175

Conference Book Advertisements	Price
☐ Back Cover - *included with premier sponsorship*	
☐ Inside Front Cover Ad* **SOLD**	~~$1100~~
☐ Inside Back Cover Ad*	$950
☐ Full Page Color Ad (7-1/2" x 10")	$625
☐ Full Page B&W Ad (7-1/2" x 10")	$475
☐ Half Page Color Horizontal Ad (7-1/2" x 5")	$475
☐ Half Page B&W Horizontal Ad (7-1/2" x 5")	$260
☐ Third Page Color Ad (7-1/2" x 3-1/2")	$375
☐ Third Page B&W Ad (7-1/2" x 3-1/2")	$200
☐ Fourth Page Horizontal Color Ad (3-3/4'' x 5'')	$275
☐ Fourth Page Horizontal B&W Ad (3-3/4'' x 5'')	$200
☐ Color Logo by Exhibitor Index (1/2" high)	$150
☐ Color Logo by Company Index (1/2" high)	$150

**contact Casey Parker at casey@noranews.org for availability.*

For more information about sponsorships, visit noranews.org/2020ConfInfo

Payment Options

All payments are in US Dollars, drawn on US Bank.

Total Amount Due $ _____ ☐ Check (payable to NORA) ☐ American Express ☐ Visa ☐ MasterCard

Name on Card _____ Signature _____

Card Number _____ Exp. Date _____ Security Code _____

Billing Street Number & Zip (if different than above) _____ Email to send receipt (if different than above) _____

Submit Your Sponsorship

Credit Card Only: Call 703-753-4277 or fax 703-753-2445

Check or Credit Card: Mail to: 7250 Heritage Village Plaza, Suite 201,Gainesville, VA 20155

Questions: Call 703-753-4277 or email marketing@noranews.org

29TH ANNUAL NORA GOLF TOURNAMENT

Brought to you by

DEXSIL®

Join your NORA colleagues on the afternoon of Thursday, November 12, 2020 for the annual NORA golf tournament at the Westin La Paloma Golf Course, located just a short walk from the hotel.

The tournament will take place following the opening sessions on Thursday.

For safety purposes, individual golf carts will be available for members.

Reception following golf and a hosted drink cart will be sponsorship by Dexsil.

Lunch is provided for golfers - we are seeking lunch sponsors. Contact Brittanne Gasser (marketing@noranews.org or (703) 753-4277) or see page 22 for sponsorship descriptions and pricing.

ABOUT THE COURSE

La Paloma features a newly-renovated clubhouse and athletic club, 27-holes of Jack Nicklaus Signature Design Golf, world class tennis facilities, a resort pool complex and six dining areas known for their variety of offerings. The club features panoramic vistas with a course that's uniquely playable.

REGISTER

Golf is an add-on to Conference Registration for just $95 + $70 club rental.

Please note that pairings are done by the event sponsor to promote competitive play between teams. Requests for specific golf pairings are unable to be honored.

NORAritaville

Brought to you by Valicor Environmental Services

POOLSIDE CLOSING PARTY

Please join us for NORAritaville...a NORA poolside closing party like none before!

The event will be held on the Friday afternoon of the 2020 Annual Conference and Trade Show at the Westin La Paloma in Tucson, Arizona. We are changing the normal time of the closing party so we can take advantage of the warm afternoon weather and stunning views.

It will be hosted outdoors at the Westin La Paloma's gorgeous pool deck overlooking the desert mountains. There will be plenty of space for socially distanced networking as you enjoy music, food, drinks, games and fun. There is a water slide so if you are adventurous, be sure to pack your swimsuit.

The Closing Party is included with all Conference registrations including attendees, exhibitors and spouse/companion registrations, but wristbands will be required to participate. Wristbands will be available for pick up at the NORA registration desk on Wednesday or Thursday, when you pick up your name badge.

See page 22 for Closing Party sponsorship information.

2020 NORA ANNUAL CONFERENCE & TRADE SHOW AGENDA

NOVEMBER 11-14, 2020 | Tucson, Arizona

(Tentative, Subject to Change)

WEDNESDAY, NOVEMBER 11

10:00 AM - 2:00 PM	Exhibitor Check- In/Set Up
2:00 PM - 7:00 PM	Attendee Check-In/Registration
3:00 PM - 4:00 PM	Board Member Meeting
4:00 PM - 4:30 PM	New Member/Board Member/First Time Attendee Reception
4:30 PM - 8:30 PM	**Grand Opening Reception in Trade Show**
	All exhibitors, attendees, registered spouse/companions welcome

THURSDAY, NOVEMBER 12

7:00 AM - 11:45 AM	Conference Check-In/ Registration
7:00 AM - 8:00 AM	**Continental Breakfast in Trade Show**
8:00 AM - 10:00 AM	NORA Opening Session & Keynote Speaker
10:00 AM - 10:30 AM	**Refreshment Break in Trade Show**
10:30 AM - 12:00 PM	Conference Sessions
12:30PM - 7:00 PM	NORA Golf Tournament - *followed by Golf awards reception*
	Pre-Registration Required
1:00 PM - 4:00 PM	Onsite Spouse/Companion Event
	Pre-registration required

FRIDAY, NOVEMBER 13

7:30 AM - 8:30 AM	**Continental Breakfast in Trade Show**
8:30 AM - 10:00 AM	Conference Sessions
10:00 AM - 11:00 AM	**Refreshment Break in Trade Show**
11:15 AM	Trade Show Tear Down
11:00 AM - 1:00 PM	Conference Sessions
3:00 PM - 7:00 PM	Closing Poolside Party: NORAritaville
	All exhibitors, attendees, speakers, and registered spouses/companions are invited to attend this great event! Wristband required.

SATURDAY, NOVEMBER 14

All day	Activities on your own (shopping, tours, departures, etc.)

***Items in bold are trade show open hours**

2020 NORA "PEACE OF MIND" CANCELLATION POLICY

NORA's 2020 "Peace of Mind" Cancellation Policy is built to give you complete flexibility in confidently purchasing your registration or booth for the 2020 Conference & Trade Show. Contact Brittanne Gasser at (703) 753-4277 for assistance through the process.

Exhibitor Cancellation Policy

Should the exhibitor be unable to occupy and use the exhibit space contracted for, he or she shall promptly notify exhibit management in writing to info@noranews.org. Any exhibitor requesting cancellation prior to October 31, 2020 will receive a full refund equal of the full price of the booth. No refunds will be given on cancellations after October 31, 2020 and space shall be forfeited. If the event is canceled, all registration fees paid to NORA will be fully refunded.

Attendee Cancellation Policy

- NORA Registration cancellation made by October 31, 2020 are fully refundable for any reason.
- Cancellations made November 1–10th will be refunded at 50% of the registration fee.
- If the event is canceled, all registration fees paid to NORA will be fully refunded

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Baltimore, MD 21226

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WESTIN LA PALOMA

Book your room today!

RESERVATION INFO

Room Rate: $189/night
The cut off for reservations in the NORA block is October 31, 2020.

Hotel Reservation Cancellation Policy: Please note that if you need to cancel your reservation, please ensure that you do so at least 7 days prior to arrival to prevent a cancellation fee of one night's room and tax.

Reserve by phone:
(888) 627-7201

Group code:
NORA 2020

If you need assistance in securing a room, please contact NORA at 703-753-4277 or visit www.noranews.org/2020ConfHotel for more information or to view the Westin La Paloma Resort's "Commitment to Clean".

AIRPORT / TRAVEL INFO

Book Your Flight: *It is recommended that you book your flight early. Yes, there are many airfare deals - but the main reason is to secure your desired flight. According to travel industry sources, there are fewer flight options than normal. Booking early will help you get the best flight option. Members can fly to either Tucson International Airport (16 miles) or Phoenix Sky Harbor Airport (110 miles).*

Tucson International Airport
Distance from Hotel: 16 miles
Drive Time: Approx. 34 minutes

Phoenix Sky Harbor Airport
Distance from Hotel: 110 miles
Drive Time: 1 hour 45 minutes

Parking at hotel:

- Complimentary self-parking is available for guests in the NORA room block.

NORA Supplier/ Vendor Directory

NORA Supplier/Vendor Members in good standing as of 9/8/2020 are listed below. Companies in **bold** have an ad in this magazine. Companies with a $ are part of the NORA $ave program by offering discounts/value added services to NORA members. Contact NORA to learn more about the NORA $ave program.

ABS Materials, Inc.
a.patwardhan@absmaterials.com
919-345-2954
Filtration media

AECOM Corporation
Jack.Waggener@aecom.com
615-771-2480
URS/AECOM Corporation is a full service engineering design firm with over 300 offices and 100,000 employees around the world. Services include environmental engineering consultant - water, air, solid waste, used oil.

Air Products
info@airproducts.com
800-654-4567
Air Products is the world's largest producer and supplier of merchant hydrogen, and a leading global supplier of atmospheric gases such as nitrogen, oxygen and argon.

Amchem Inc.
craig@amcheminc.com
903-236-0138
Chemical Distribution

AMCS
nancy.byrne@amcsgroup.com
800-962-9264
AMCS provides software for the waste and recycling industry; this includes oil waste and recovery. The software provides detailed history, extensive billing options, container tracking, lab results, profiling, routing and dispatching.

American Testing Technologies
stacyl@americantestingtechnologies.com
877-634-9906
We provide a full range of analytical services to petroleum suppliers and users. With over 25 years experience, we offer the highest quality testing of oils, fuels, biofuels, waters, waste, and hazardous waste. Most tests are completed within 24 hours.

Axelrod Energy Projects, LLC
jaxelrod@axelrodenergyprojects.com
212-749-1902
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Bedford Industries, Inc
david@bedfordindustries.com
360-770-0612
Manufacture a full line of oil filter crushers, drum crushers, and oil filter balers. On the market since 1989, the OBERG filter Crusher has stood the test of time.

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mjebert@yahoo.com
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abajric@sebrightproducts.com
269-793-7183

Brown Gibbons Lang & Company, LLC
ekaplan@bglco.com
216-920-6634
Investment Banking Firm

Brown Industrial Inc
craig@brownindustrial.com
937-693-3838
Technology leading custom designers & manufacturers of trailers & truck bodies for the rendering, oil filter recovery & recycling industries.

Build-All Corporation
dougp@build-all.com
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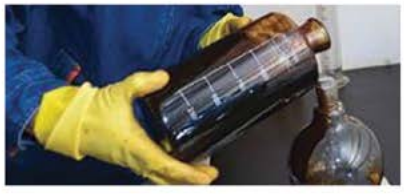
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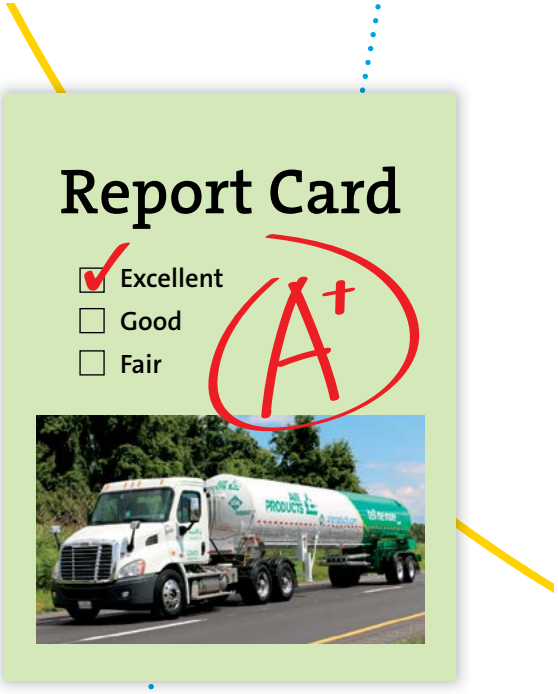

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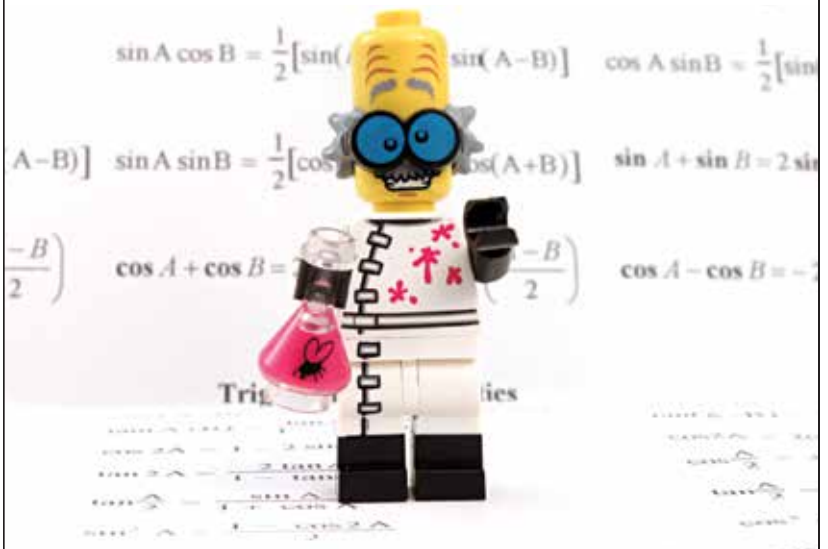

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Legal Challenges in Transitioning from Remote to In Office

by Scott Witlin, Peter Wozniak and Mark Wallin, Partners with Barnes Thornburg LLP

The Wage & Hour Practice Group for NORA's General Counsel Firm, Barnes & Thornburg LLP has been maintaining a COVID-19 related workplace litigation tracker that has summarized and catalogued more than 360 complaints nationwide. The latest spotlight is on a category of COVID-19 related workplace complaints concerning the difficulties transitioning from remote work back to the office.

One such case presents a somewhat novel circumstance in which an employee sued their employer for disability discrimination preemptively – that is, before the employee was required to permanently return to the office. The allegations in this case demonstrate the importance of employers communicating clearly and consistently to their workforce, not to mention ensuring that adequate health and safety steps are implemented for a return to the office.

In Peeples v. Clinical Support Options, Inc. the plaintiff, a licensed clinical social worker, began working for defendant on March 2, 2020, just before the declaration of the COVID-19 pandemic. Upon declaration of the pandemic on March 18, the plaintiff immediately requested the ability to telework. The plaintiff, who uses non-binary gender pronouns, alleges they worked remotely from March 18 to June 26 using Zoom, phone and email, was complimented for their performance and received no complaints. However, in May 2020 the defendant insisted that all program managers return to the office, and after an interactive process and a month of additional telework, the plaintiff was required to return to the office. The plaintiff complains that rather than having disinfectant and hand sanitizer placed on the plaintiff's desk, this equipment was only available in the defendant's supply closet, and that the defendant supplied KN95 masks, rather than N95 masks. The plaintiff also complains that they were constantly dehydrated due to the necessity to never take off the mask. The plaintiff contends that every task performed in the office could have been done virtually, and that the return to the office negatively impacted the plaintiff's health and the services provided to therapy clients. The plaintiff initially resigned, but when the defendant began allowing parents to work remotely part-time, the plaintiff rescinded that resignation and announced an intent to telework instead. When the defendant explained that the telework accommodation did not apply to managers, the plaintiff nonetheless persisted in the assertion that they would continue to telework beginning on Sept. 8. The plaintiff preemptively filed this lawsuit prior to that date, presumably to attempt to avoid termination. The plaintiff asserts claims for disability discrimination under state and federal law, and seeks a temporary restraining order (TRO) and preliminary injunction permitting telework pending the outcome of the case.

As many NORA employers have continued to allow their employees to work remotely, where possible, through the summer and into the early fall, requiring employee populations to return to the workplace is becoming ever more difficult. Mindful employers would do well to develop clear and consistent policies related to the impending return to the workplace, and to incorporate public health guidance coming out at the local, state, and federal levels. When in doubt, seek guidance from your labor and employment attorney.

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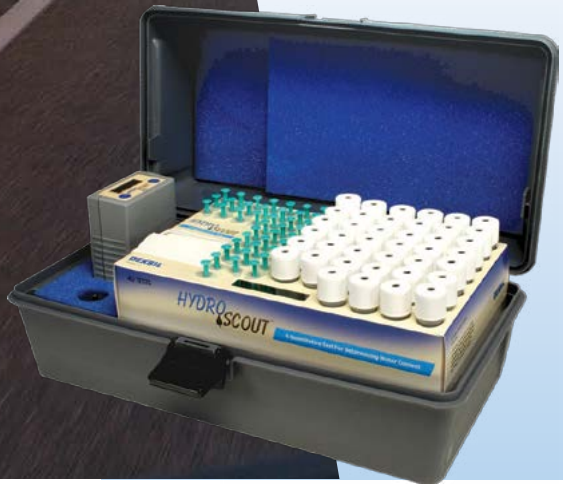

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