



AMERICAN COUNCIL OF ENGINEERING COMPANIES

Human Resources Forum

Hilton Cleveland Downtown – Cleveland, OH

September 27-29, 2026

– Daily Schedule of Events –

Sunday, September 27, 2026

5:30 pm - 6:30 pm **Opening Reception**
Cocktails & hors d'oeuvres

Monday, September 28, 2026

7:30 am - 8:30 am	Continental Breakfast & Networking
8:30 am - 9:30 am	Welcome, Introductions, & Member Survey
9:30 am - 10:30 am	Workforce of the Future <i>Joe Bates, ACEC Research Institute</i>
10:30 am - 10:45 am	Coffee Break & Networking
10:45 am - 12:00 pm	Workforce Breakout Discussions
12:00 pm - 1:00 pm	Networking Lunch
1:00 pm - 2:15 pm	Navigating Immigration in Engineering Workforces: Visas, Compliance, and Risk <i>Sarah Flannery, Thompson Hine LLP</i> <i>Laurie Iulig, LJB Inc.</i> <i>Aimee Nalle, Degenkolb Engineers</i>
2:15 pm - 2:30 pm	Coffee Break & Networking
2:30 pm - 4:30 pm	Breakout Discussions
5:30 pm - 7:00 pm	Reception at The Great Lakes Science Center <i>Join us for an evening of networking, drinks, hors d'oeuvres, and</i>

interactive exhibits at Cleveland's Great Lakes Science Center.

Tuesday, September 29, 2026

7:30 am - 8:30 am	Continental Breakfast & Networking
8:10 am - 8:30 am	Thought Leader Presentation <i>ACEC Life Health Trust</i>
8:30 am - 9:30 am	Workforce and DEI&B Policy Update <i>Katharine Mottley, ACEC</i>
9:30 am - 10:15 am	Understanding Neurodiversity at Work Part 1, Setting the Stage <i>Dr. Victoria Verlezza, Employee Experience Manager</i>
10:15 am - 11:00 am	Understanding Neurodiversity at Work Part 2, Panel Discussion <i>Moderated by Dr. Victoria Verlezza, Employee Experience Manager</i> <i>Mary Deneau, Jones & Henry Engineers, Ltd.</i> <i>Andrew Keller, Spicer Group</i> <i>Josh McAllister, HEB Engineers, Inc.</i> <i>Kim Swanson, BSC Group</i> <i>Ana Williams, OhioHealth Marion General Hospital</i>
11:00 am - 11:15 am	Coffee Break & Networking
11:15 am - 12:00 pm	Understanding Neurodiversity at Work Part 3, Practical Strategies <i>Dr. Victoria Verlezza, Employee Experience Manager</i>
12:00 pm - 1:00 pm	Networking Lunch
1:00 pm - 2:00 pm	AI in Recruitment: Balancing Innovation, Compliance, and the Human Touch <i>Richard Hilbrich, Littler Mendelson</i>
2:00 pm - 3:00 pm	Open Discussion
3:00 pm - 4:00 pm	Driving Better Decisions Through HR-Finance Collaboration <i>Joint panel and open discussion with the ACEC Finance Forum on how collaboration, data, and shared insight drive smarter business and workforce decisions.</i>
4:00 pm	Forum Adjourns