

NEO SAFETY EXPO

September 25, 2025

Expo Goal

The NEO Safety Expo unites safety leaders and organizations to share best practices, training, and resources. Our goal is to empower participants with practical tools to strengthen safety cultures, reduce risks, and protect people.

Location

Holiday Inn, Boardman
7410 South Ave.
Boardman, OH 44512
(330) 726-1611

Registration

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[Register Online](#)

Expo Times

Registration: Starting at 8am

Expo: 9am - 4pm

Vendor Room: 8:30am - 4:00pm



Expo Price

Attendees: \$45. Lunch is included with registration fee. Exhibitors: \$450, which includes exhibit table. Spaces are limited.

Educational Credits

Safety Council members may earn one external credit for BWC's Safety Council Rebate Program. A certificate will be sent to the email address used when registering. Maximum - one external training certificate per company.



Educational Sessions

The educational sessions are listed below by time of day.

For more information:

For questions on educational sessions or exhibitors contact David Costantino by email at:

dcostantino@ondemandoccmmed.com

9 a.m.

First Aid & CPR

The program is a smash of First Aid and CPR briefly touching on the most common issues and treatments. It will provide basic information on what to do and what not to do in emergency situations. It also covers some misconceptions of CPR. The information provided is from the National Safety Council's standards and guidelines, as well as my background experience of 34 years as a paramedic. I will bring up to date standards. I will also encourage everyone to take an updated course so they will give the best aid and care possible. I am passionate about teaching life saving skills to anyone willing to learn.

Presenter: David Moore, National Safety Council

Noise Happens – Hearing Loss Doesn't Have To

Every day, millions are exposed to harmful noise-at work, at home. And even during leisure activities. Join us for an engaging session that demystifies how noise impacts your hearing and what you can do to protect it for life. We'll explore the fascinating basics of ear anatomy, uncover where noise does the

most damage and explain sound in simple terms. You'll learn how to choose and use hearing protection effectively, understand what "noise reduction rating" really means and see how OSHA, NIOSH and ACGIH guidelines compare when it comes to action levels and exchange rates. Whether you're working in an industrial setting or using power tools at home, this talk will give you the knowledge and confidence to safeguard your hearing because once it's gone, it's gone for good.

Presenter: Larry Giovinazzo, Ohio Hearing Conservation & Consulting

Wellness in the Workforce

This presentation explores the critical connection between employee well-being and organizational success. We'll highlight how physical health, mental wellness, and workplace culture directly impact productivity, engagement, and retention. Attendees will gain insight into strategies that foster healthier employees—such as stress management, preventive care, and supportive policies—while also addressing the financial and cultural benefits for businesses that invest in wellness initiatives. By understanding the evolving needs of today's workforce, leaders can create healthier, more resilient teams that thrive both inside and outside the workplace.

Presenter: Sara Pease, On Demand Occupational Medicine

Unlocking Lasting Change: The Science and Practice of Behavior Transformation

Lasting change in the workplace doesn't happen by accident—it happens by design. In this engaging and research-backed session, we'll explore the science of behavioral change and how leaders and HR professionals can create an environment where transformation sticks.

Attendees will learn how habits are formed, why change often fails, and the proven methods for helping individuals and teams make meaningful shifts in behavior. Drawing on 15+ years of leadership and culture consulting, I'll share practical frameworks that integrate neuroscience, psychology, and real-world business application. You'll leave not only understanding how change works but equipped with strategies to make it happen—consistently and sustainably—within your organization.

Presenter: Michael Ross, High Performance

10:15 a.m.

Lockout Tagout

This session covers the essentials of OSHA's Lockout/Tagout standard (29 CFR 1910.147) and how to prevent injuries during equipment servicing. Learn how to identify energy sources, apply locks and tags, verify isolation, and train employees. Attendees will leave with practical steps to strengthen workplace safety and compliance.

Presenter: Vic Rossi, Job Safety First, LLC

From Zero Tolerance to Zero Blindspots: A New Leadership Code for Impairment

Traditional "zero tolerance" drug policies punish impairment after it happens—but they don't prevent it. In this session, retired law enforcement officer and author Chuck Marting introduces the Zero Blindspots model: a proactive, leadership-driven approach to recognizing and responding to workplace impairment. Attendees will learn to spot early warning signs, navigate the challenges of drug legalization, and implement a clear 3-step framework—Recognize, Respond, Resolve.

Equip your leaders with the tools to protect lives, support employees, and lead with clarity in today's changing workplace.

Presenter: Charles Marting, Colorado Mobile Drug Testing, LLC.

Does Complacency Cultivate Risk in Workplace

In today's fast-paced work environments, complacency is a silent yet deadly risk. It can creep in unnoticed, undermining safety cultures and placing employees and organizations in jeopardy. In this eye-opening presentation, safety expert Nicholas Coia will tackle one of the most dangerous attitudes in the workplace: complacency.

Drawing from years of firsthand experience as a safety consultant, Nic will share real-world stories of incidents and close calls caused by complacency. With engaging anecdotes from his consulting career, attendees will be taken on a journey through the stark realities of how routine, overconfidence, and a lack of vigilance can lead to accidents, injuries, and sometimes even fatalities.

Presenter: Nic Coia, Coia Safety & Consultative Services, LLC.

Workers Comp 101

Are you new to Ohio's Bureau of Workers' Compensation (BWC) system, or need a refresher course? Then this session is for you! We will review common BWC forms, and the parties to a Workers' Compensation (WC) claim. The BWC criteria for an injury, and occupational disease, will be discussed which will help determine if you want to certify or reject a new WC claim. We will discuss ways you as the employer can minimize the impact of a WC claim.

Presenter: Cheryl Altizer, Promedica Medical Management

11:30 a.m.

IT and Cybersecurity Are a Shared Responsibility

Cybersecurity is no longer the sole responsibility of IT departments but a shared duty across every role in an organization. This session explores how individuals, teams, and leadership can actively contribute to a secure digital environment. Through real-world examples, practical strategies, and interactive discussion, participants will gain a deeper understanding of their role in protecting organizational assets and data.

Presenter: Ralph Blanco, ECMSI

Benefits in the Workplace

Benefits aren't just perks—they're a strategy. In this session, discover how aligning benefits with workplace safety can attract and retain talent, reinforce well-being, and advance organizational success. Learn how benefits and safety together create a culture where people thrive, and companies stand out.

Presenter: Carisa Sechrist, Ellwood Quality Steels Co.

Heard and Valued: The Lost Art of Listening in HR

In the fast-paced world of policies, performance metrics, and procedures, the simple act of listening is often overlooked—yet it remains one of the most powerful tools in HR.

This session explores how intentional, skillful listening can transform employee relations, build trust, and foster a culture where people feel truly heard and valued. Participants will learn why listening is HR's most underrated skill, what it looks like in practice, and how to integrate it into daily interactions to prevent conflict, improve retention, and elevate workplace culture.

Presenter: Lori Wiebe, Hunt Consulting

Electrical Safe Work Practices - NFPA 70E

We all use electricity and electrical equipment all day, every day. Whether qualified or unqualified, we interact with electricity and electrical equipment. This session will show the basic requirements of NFPA 70E, Standard for Electrical Safety in the Workplace, and the relationship to other NFPA codes and standards, as well as OSHA.

Presenter: Michael Kovacic, ES Squared, Inc.

1:30 p.m.

Authentic Workplaces

Based upon my recent book with the same title, I will address the importance of authenticity in employee interaction in all areas, especially injury response and safety. We will discuss specific strategies and examples so attendees have usable tips when they leave.

Presenter: Tommie Brode, Venice Solutions Group, LLC.

Fight, Flight & Freeze: How Trauma Affects Your Workforce & Safety

What if the greatest threat to your workplace safety isn't a broken process—but a broken heart?

In this powerful and eye-opening session, Mike Thompson takes you on an unforgettable journey through the real-life stories of fight, flight, and freeze—the human responses to trauma that show up every day on job sites, in breakrooms, and behind safety violations. Backed by research and over 17 years of frontline experience, Mike reveals how unresolved trauma impacts focus, decision-making, and risk-taking behaviors at work. You'll walk away with a deeper understanding of the hidden struggles your team may be carrying—and why empathy isn't just good leadership, it's good safety. Most importantly, you'll gain practical tools and strategies to reduce trauma's impact and foster a culture of safety, resilience, and trust.

Presenter: Mike Thompson, Family & Community Services, Inc.

Ethical AI: Navigating the Moral Landscape of AI-Driven HR and Safety Practices

The rapid ascent of artificial intelligence (AI) marks a transformative moment across industries, with Human Resources standing at the forefront of this shift. AI promises greater efficiency, data-driven insights, and groundbreaking innovation within HR and Safety processes. Yet, its swift integration also brings complex ethical challenges that demand careful scrutiny. What responsibilities come with embedding intelligent systems into HR decision-making and Safety Protocols? How can organizations deploy AI tools ethically and effectively?

As algorithms increasingly influence hiring, performance evaluations, and employee development, the principles of transparency, fairness, and accountability must become foundational—not optional—elements of responsible AI adoption in HR. Moreover, AI is revolutionizing workplace safety programs by offering tools for injury prevention, hazard identification, and compliance management. The implementation raises significant ethical concerns, particularly around privacy, bias, and accountability. Careful management of AI programs is vital to avoid unintended consequences and ensure fairness.

Presenter: Caroline Barborak, Summit HR Services

The Safety Equation: Awareness + Trust - Part 1

Safety programs often focus on physical hazards, yet the greatest risks can stem from what's happening inside your employees' minds. When workers operate under stress, fear of retaliation, or a culture of silence, they are far less likely to report hazards, ask questions, or stop unsafe practices—until it's too late. This session reframes safety through the lens of psychological safety, illustrating how trust, communication, and mental well-being drive safer outcomes. Using real-world stories from industrial workplaces, participants will discover how cultivating a culture where employees feel heard and supported can dramatically reduce accidents and create stronger teams. Attendees will leave with practical strategies they can implement immediately to protect both people and productivity.

Presenter: Ruth Bowdish, On Demand Occupational Medicine

2:45 p.m.

What to do when OSHA Comes Knocking

This session aims to provide introductory information about OSHA, and present guidelines to develop a comprehensive inspection strategy.

Attendees will learn why OSHA is important, what their responsibilities are, how OSHA inspections are conducted, and what they need to develop an inspection strategy.

Presenter: Jay Medlock, SCR Safety Solutions

BWC SUPR Drug-free Programs

Attendees will learn about the combination of the Drug Free Safety Program and the Substance Use Recovery and Workplace Safety Program to create the Substance Use Prevention and Recovery Program. This new program is more streamlined, eliminating unnecessary paperwork, and creating a portal that employers can use to upload documentation needed to meet program requirements.

Presenter: Christine Williams, Ohio BWC

Candor, Culture, and Calling People Out Before Someone Gets Hurt

There's always that guy—the one who says, "I could've told you this would happen," the day after a serious safety incident hits the news.

But why didn't he speak up before? Too many workplaces choose being nice over being honest. They hold onto the belief that "you can't discipline for safety," so people stay silent and avoid hard conversations. Meanwhile, safety breaks down, accountability fades, and risks grow—until disaster strikes. Safety isn't just rules or checklists—it's having the courage to speak up before something goes wrong.

And how we talk about it matters. Calling out unsafe behavior doesn't have to be a showdown or power play. Focus on the behavior, not the person. Say things like, "I noticed you skipped that step. Can you help me understand why?" or "I'm worried about the risk here. Let's figure out how to keep everyone safe." This approach builds trust and accountability that sticks, without shutting anyone down. If your safety culture relies on "common sense" and cheering for safety without real consequences, this talk is your wake-up call. It's time to lead with honest, caring accountability—because that's how we keep people safe.

Presenter: Tracie Balentine, Balentine Solutions, LLC.

The Safety Equation: Awareness + Trust - Part 2

Situational awareness is the ability to identify, process, and comprehend information about your surroundings to help you stay safe and make informed decisions. In today's world, threats can come in many forms—whether physical, digital, or social—and being aware of your environment is your first line of defense.

"Don't Be a Victim" is more than a slogan—it's a mindset. It means staying alert, trusting your instincts, recognizing potential dangers before they escalate, and taking proactive steps to avoid becoming an easy target. Whether you're walking to your car, using public transportation, working late, or navigating unfamiliar areas, maintaining awareness can make all the difference.

By developing strong situational awareness, you empower yourself to react effectively and avoid unnecessary risks. Be alert. Be prepared. Don't be a victim.

Presenter: Tom Miles, On Demand Occupational Medicine



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