



36th

Annual Convention & Expo

January 29, 2026

Hickory Metro Convention Center

Hickory, NC

DETAILED AGENDA THURSDAY JANUARY 29, 2026

WELCOME TO THE LARGEST ONSITE CONVENTION IN NORTH CAROLINA!!!

The North Carolina Septic Tank Association (NCSTA) has served the onsite wastewater industry for 36 years. This event has grown through the years and is currently the largest show of it's kind in North Carolina and ranked in the top five nationally!

NCSTA appreciates your attendance and participation in this event and your assistance in our continued growth. Enjoy the convention and expo!

You choose which classes you attend during the day. Each class on the agenda list the credits you will receive for each class. Select your classes based on your individual needs and interest. Some certifications require specific classes are attended such as the pumper and/or land application classes. These are marked on the agenda as being required for pumper and land app.

NCSTA Scholarship Funds: Raffle drawings for a TV and 50/50 cash prize will be held at the end of the day on Thursday. If you are the lucky winner of the TV it will be shipped direct to you. If you are the winner of the 50/50 drawing and you are present during the drawing we will give you cash on the spot. If you are not present at the drawing a check will be mailed to you. NCSTA appreciates your continued support of the scholarship fund which allows NCSTA to support students in their educational progress.

Let our staff or Board of Directors know if you need assistance throughout the event!

DETAILED AGENDA
THURSDAY JANUARY 29, 2026

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6:30 a.m. Check in Desk Opens

CLASS TIME

CLASS TITLE

ROOM

8:00 a.m. – 9:00 a.m.

Commercial Vehicle Rules & Regulations

Blue Room

Trooper K. E. Travis & C. A. Kirby

This presentation is critical to promoting safety on the highways both to the general public as well as the construction industry. The Troopers present the attendees with the current rules and regulations in North Carolina as they pertain to the safe and secure moving of equipment and materials on the highways.

Trooper Travis has been employed with the North Carolina State Highway Patrol since January 2003. He is a graduate of the 107th Basic Patrol School located in Garner, NC, at the North Carolina State Highway Patrol Training Academy. Upon graduation, Trooper Travis was assigned to patrol Henderson County. He later transferred to Catawba County, where he worked until transferring to the CMV Motor Carrier Division in 2017, where he conducted size and weight inspections.

In 2020, Trooper Travis became specialized in the MCSAP Division, where he patrols Troop F conducting Level 1, 2, and 3 inspections.

Trooper Kirby has been employed with the North Carolina State Highway Patrol since May 2015. He is a graduate of the 136th Basic Patrol School located in Garner, NC, at the North Carolina State Highway Patrol Training Academy. Upon graduation, Trooper Kirby was assigned to patrol Nash County. In 2019, he transferred back to Caldwell County. In 2021, Trooper Kirby transferred to the CMV Motor Carrier Enforcement Division, where he was originally assigned to conduct size and weight inspections. In 2024, he became a specialized member of the MCSAP Division. He patrols Troop F conducting Level 1, 2, and 3 inspections. Trooper Kirby is also a Defensive Tactics Instructor and a member of the Public Order (Riot) Team, which is deployed statewide to assist when riots occur, or public order must be restored.

Credit Hours: 1 Hour INST, INSP, SUBS, P, Evaluator, LSS, PCI

CLASS TIME**CLASS TITLE****ROOM****8:00 a.m.-9:00 a.m.****Industry & Rules Update****Red Room****Doug Lassiter**

This presentation will provide a brief overview of what is going on with the current DRAFT 18E rules along with the basics of industry changes and where we may be heading ahead in 2026.

Doug Lassiter, is a graduate of UNC-Chapel Hill with a BS in Business Administration. Doug is a former co-owner of High Point Precast and a member of the National Precast Concrete Association where he was a former member of their Water/Wastewater Committee. Doug is Past President of the NCSTA and currently our Lobbyist and Executive Director.

Credit Hours: 1 Hour INST, INSP, SUBS, P, Evaluator, LSS, PCI

8:00 a.m.- 9:00 a.m.**Working with Engineer Design, An Installer's Point of View****Green Room****Jerry Pearce**

This presentation will highlight an installers point of view as it relates to working with an engineer design and installation of that design. Critical communication and steps to understand when dealing with an Engineer, what each party should expect.

JERRY PEARCE is the current President of the NCSTA and an appointee to the NCOWCICB. Jerry holds the certification of a Grade IV Installer, Point-of-Sale Inspector as well as Grade I Biological Wastewater Operator and is President of Pearce Environmental Technologies.

Credit Hours: 1 Hour INST, INSP, SUBS, P, Evaluator, LSS, PCI

9:00 a.m. – 9:30 a.m. Opening of 2025 Exposition

Expo Hall

You are invited to participate in one of the largest expositions of onsite wastewater products and services in the United States, right here in Hickory, North Carolina.

Exhibitors from equipment manufacturers to service providers wait to greet you and show you what is the newest and best in our Industry. Stick around to see if you win some valuable door prizes and raffles. Make sure you buy some tickets for the Cash prize and TV Giveaway. Remember your purchase of raffle tickets aid the NCSTA Scholarship Fund.

**A SPECIAL THANK YOU TO OUR SPONSORS
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CLASS TIME

CLASS TITLE

ROOM

9:30 a.m. – 10:30 a.m.

Your Digital Footprint -How & Why Showing up Online Matters to the Wastewater Industry

Seth Fargher

Blue Room

This topic will cover why marketing is needed for the septic system industry. A discussion of effective ways to market your business in the current economy and the current electronic world in which we now live in.

Seth Fargher, Construction Video Pros. Having spent more than a decade curating content in the power-sports world as a journalist and contributing editor, Seth Fargher is no stranger to dirt. After recognizing a tremendous need in the construction space, Seth turned his focus to helping construction companies update and enhance their image with compelling photo and video and Construction Video Pros was born. Seth has fine tuned his craft over the last decade and worked with clients ranging from asphalt and aggregate producers to utility and site work companies, wood processors and many more. His "boots on the ground" approach to storytelling and creating content has given him a tremendous look inside the world of construction and the companies he serves. It's also given him a front row seat to the challenges most construction companies face when trying to understand how to effectively market their services. This in turn has helped him adapt his strategy and communication to make understanding and implementing a market strategy as simple and pain free as possible.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

CLASS TIME**CLASS TITLE****ROOM****9:30 a.m. – 10:30 a.m.****811, It's the Law
Tami Groves****RED Room**

Today, more and more utility companies that supply your home or business with power, heat, water, telephone, sewer, gas, cable television service are delivering those services through underground. It is also possible that these buried service lines are close to the surface, making digging a dangerous endeavor. Fortunately, you can find out where public utility-owned lines are buried on your property by contacting 811 either by phone or online. NC811 will notify our member utility companies of your excavation needs and those utilities will have professional locators mark their buried lines, free of charge.

Tami Groves. Prior to joining NC811 she worked in the municipal government sector doing inspections and plan review and in public safety. Tami has been with NC811 for 10 years working as an Educator/Outreach Instructor. Tami has eight beautiful grandchildren and says she spends much of her personal time, tired.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

9:30 a.m. – 10:30 a.m.**AOWE Permits: What are they and what you need to know as an installer: Green Room
Sarah Menser**

This topic will describe AOWE permits and how they relate to the installer who will install the system. What do installers need to know about working with an AOWE and when to contact the AOWE for site visits and inspections.

Sarah Menser has over 19 years of experience as a consultant in the wastewater industry. She is a licensed soil scientist, AOWE, certified point-of-sale inspector, certified subsurface operator, septic system designer, and licensed general contractor. She is the owner/president of Soil Services, PLLC based in Raleigh and consults across the State.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

10:30 a.m. – 11:00 a.m. Break in the Exhibit Hall

Join your friends in the Exposition Hall for fun, raffles, refreshments, and another chance to see the Best of Show in the Onsite Wastewater Industry. Our vendors and exhibitors came to give your Industry the respect it deserves.

Make sure you thank them all for coming!

Remember to purchase your tickets for the 50/50 drawing and the TV giveaway.

Thanks to all our exhibitors for making this 2026 convention a success.

CLASS TIME

CLASS TITLE

ROOM

11:00 a.m. – 12:00 p.m.

Profit and Resilience: Thriving in Any Economy:

Blue Room

Brad Johnson

Running a business has a lot of challenges. During economic upturns it's a constant battle to keep up with all the business. During economic downturns it's a challenge to keep everything a float. Every business should have a plan no matter the economic situation. Every operation should also have a pricing model for the jobs they perform. A FAIR price should be fair for the customer and for the installer. However, you must be sure to include ALL the unseen fees, components, and cost when pricing a job.

Brad Johnson, a proud native of North Carolina, has spent over two decades building a diverse career as an entrepreneur, and is the current CEO of T&J Panel Inc..A dedicated husband for 17 years, Brad balances his professional pursuits with the joys of family life as a father of four. His entrepreneurial journey has seen him successfully operate multiple businesses, ranging from manufacturing to event management and personal coaching. With a passion for creating opportunities and fostering growth, Brad continues to make a positive impact in both his community and his family.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

CLASS TIME**CLASS TITLE****ROOM**

11:00 a.m. – 12:00 p.m. RV Parks and Campgrounds Present Unique On-Site Wastewater Challenges Red Room

Ethan Parker & Gary MacConnell

RV parks and campgrounds present unique on-site wastewater challenges from design, operations and maintenance perspectives. These challenges are addressed in the State's rules, regulations, and guidance. Source wastewater is typically considered high strength and with wide swings in flows, these issues must be addressed during the design of the system. Other considerations to be discussed include: costs, space constraints, noise, odor, chemicals, and other factors.

Ethan Parker is an engineer at MacConnell and Associates, focusing primarily in designing on-site wastewater systems. He is a graduate of Virginia Tech and currently works in Raleigh, North Carolina.

GARY MacCONNELL,PE is President of MacConnell & Associates and Green Global Technologies. Gary has been practicing engineering for 40 years with a focus on wastewater treatment and on-site systems. Gary and his firm are a member of the NCSTA.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

11:00 a.m. – 12:00 p.m. Septage Firm Green Room

Doug Lassiter

Septage Management Firms are regulated by the NC Department of Environmental Quality. Learn about regulations regarding permits, licenses, safety measures, and environmental protection. Owners and operators of these firms must comply with these regulations to ensure proper handling of septage.

Doug Lassiter, is a graduate of UNC-Chapel Hill with a BS in Business Administration. Doug is a former co-owner of High Point Precast and a member of the National Precast Concrete Association where he was a former member of their Water/Wastewater Committee. Doug is Past President of the NCSTA and currently our Lobbyist and Executive Director.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

****This presentation is required for those have septage firm permit i.e. pump truck****

*****IMPORTANT NOTE: THREE HOURS OF CONTINUING EDUCATION CREDITS HAVE BEEN COMPLETED AT THE CONCLUSION OF THE 11:00 a.m. – 12:00 p.m. CLASSES. IF YOU ONLY NEED THREE HOURS YOU HAVE COMPLETED THOSE HOURS. YOUR ATTENDANCE CERTIFICATES ARE AVAILABLE FOR PICK UP IN THE REGISTRATION AREA.**

YOU MUST PICK UP YOUR CERTIFICATE DUPLICATES ARE NOT AVAILABLE AFTER THE EVENT***

How Many Hours Do I Need????
A Total of 6 Credit Hours Are Available at This Event

NCOWCICB Certified Inspector: 6 hours of continuing education annually
NCOWCICB Certified Grade Level IV Installer: 6 hours of continuing education annually
NCOWCICB Certified Grade Level II Installer: 3 hours of continuing education annually
NCOWCICB Certified Evaluator: 12 hours of continuing education annually
NCOWCICB Certified Any Level Installer and Inspector: 6 hours of continuing education annually

WPSOCC Subsurface Operator: 6 hours of continuing education annually

Septage Firm (pumper): 4 hours of continuing education annually
SLAS (Land Application from a pump truck) total of 4 hours (1 hour must be septage firm and 1 hour must be land app)

What if I hold multiple certification and/or permits? How many hours do I need?

Very often you can double dip on the hours required.

Scenario 1: Pumper and Grade Level II needs total of 4 hours

Scenario 2: Pumper and Grade Level IV needs total of 6 hours

Scenario 3: Pumper, Grade Level II and Inspector total of 6 hours

Scenario 4: Any Grade Level and Subsurface Operator total of 6 hours

Scenario 5: Subsurface Operator, Any Grade Level and Pumper total of 6 hours

Scenario 6: Evaluator combined with Subsurface Operator total of 12 hours

12:00 p.m. – 1:00 p.m. LUNCH BREAK ON YOUR OWN

The Exhibit Hall will remain open during the Lunch hour, an excellent opportunity to investigate the new technologies at a slower pace and to gather the information that has been offered today.

Several restaurants are located close by the convention center. The visitor center has all the current info.

Be sure to arrive for door prizes given away before going back to class. You must be present to win!

CLASS TIME**CLASS TITLE****ROOM****1:00 p.m. – 2:00 p.m.****Tips, Tricks, and Things I Wish I Knew****Blue Room****Benji Shoaf**

This presentation will cover some tips and tricks for installers whether you are newer to the industry or have been around forever. Also discussed are a few things I wish I knew but nobody told me before I became an installer.

Benji Shoaf is the owner of B&B Septic LLC and Shoaf Service Co LLC. He has been employed in the Wastewater Industry since the age of 14. He graduated from DCCC in 1989 with Associate in Mechanical Engineering Technology. He has owned and managed septic, portable sanitation and excavation businesses including install, repair, inspections, septage and grease management services as well as subsurface operations since 1990, received subsurface operator certification at NCSU in 1992 and holds the certifications of Grade IV installer and inspector under NCOWCICB, a subsurface operator certification and septage management firm permit under NCDEQ. Benji is currently serving as a Board Member for the NCSTA and has been a member for over 30 years.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

1:00 p.m. -2:00 p.m.**Land Application Rules and Compliance****Red Room****David Swinney**

This presentation will cover basic Land Application rules, techniques, and how to make sure your site remains in compliance with the Land Application Permit.

David R Swinney graduated Elizabeth City State University with a BS in Geology. He worked for ARHS for 19.5 years as an Environmental Health Specialist, specializing in Wastewater System Management and Engineered system designs. He started Swinney Septic Service, LLC in January 2022. He is a Grade IV Installer & Inspector, Subsurface Operator, Grade II Biological Wastewater Operator, and a NCREHS. David became the NCSTA Education Coordinator in September 2023.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

Note: This class hour is required for those that land apply septage from a pump truck

CLASS TIME**1:00 p.m. – 2:00 p.m.****CLASS TITLE****Responsible Operations & Maintenance****Steve Barry**

This presentation will discuss what is required to perform Operations and Maintenance of various types of systems. Responsible operation and maintenance is more than just signing a contract and driving by the property. Get a behind the scenes look at what it really takes to perform operations and maintenance.

Steve Barry, is a graduate from Texas A&M (Gig ‘em!), Steve got his start in the wastewater world as an environmental health specialist in Florida. Steve holds many certifications including Grade 4 Biological WW, Subsurface WW, Surface Irrigation Operator, and Utilities Contractor Unlimited License. Steve also owns AQWA which he established with his father in Wilson, NC. AQWA sells and services Advantex treatment systems in the Carolinas.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

2:00 p.m. – 2:30 p.m.**Break in Exhibit Hall****Remember to stop by our sponsors booths to say thank you****Get your tickets for a chance to win TV and 50/50 cash drawing****CLASS TIME****2:30 p.m. – 3:30 p.m.****CLASS TITLE****Business Insurance****Katherine Hall**

This session will cover a discussion of various types of insurance that business owners need to protect themselves depending on their operations. Including General Liability, Professional Liability, Commercial Auto, Worker’s Comp, Umbrella Liability, Equipment Float, Pollution Liability, and special septic industry related coverages. We will talk about what these policies cover and when they are required for your business by the State and/or for specific jobs. Also included will be an explanation of the importance of managing your commercial vehicles with GPS and Camera Systems. Real life examples will be included in this discussion. These systems can provide an extra layer of protection for you and your business. Cameras can show you and the insurance company what really happened if you are ever involved in an accident and help protect you from insurance fraud.

Katherine Hall is a commercial insurance advisor managing the NCSTA insurance program since 2018. Working with the NCSTA to create a program for special coverages and discounts for contractors working in the septic related industries. Katherine has 19 years experience crafting insurance policies to meet the needs of business owners.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

ROOM**Green Room****ROOM****Blue Room**

CLASS TIME**2:30 p.m. – 3:30 p.m.****CLASS TITLE****Systematic soil and site evaluation****Kevin Neal**

This presentation will provide a behind the scenes overview of what goes into completing a site evaluation before a septic permit is issued. There are many more things to consider in the process, more than just the soils themselves. This presentation will explain the importance of landscape position, trench depth, setbacks, etc. as they relate to the site evaluation process.

Kevin Neal graduated from Davidson County Community College, AAS. Soil and Water Conservation Engineering. Then went on to North Carolina A&T State University and graduated with B.S. in Soil Science and a M.S. Plant and Soil Science. He is a Registered Environmental Health Specialist, Licensed Soil Scientist, and NC On-Site Wastewater Evaluator. Mr. Neal was inducted into the On-Site Water Protection Conference Hall of Fame in 2023. He established Neal Soil Consulting, PLLC in 2023. Previously he was the Team Leader for Regional Soil Scientists and Regional Environmental Health Specialist with the On-Site Water Protection Branch, Supervisor/Soil Scientist with Forsyth County Health Department and Registered Environmental Health Specialist with Guilford County Health Department.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

ROOM**Red Room****2:30 p.m. – 3:30 p.m.****Drip Systems Overview****Alan Kidwell**

This presentation will discuss the importance that drip systems play in the Onsite toolbox. Drip systems are often overlooked because they are seen as being too complicated. This presentation will explain how the basic systems function and how they can be a tool in the toolbox to help obtain permits for sites that have limitations due to soils or other issues not allowing conventional system permits. Operation and Maintenance will be discussed because responsible and proper operations is key to keeping systems functioning.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

Green Room

3:30 p.m. – 4:00 p.m. Break in Exhibit Hall

Last chance to get your tickets for the TV and 50/50 cash drawing

CLASS TIME

4:00 p.m. – 5:00 p.m.

CLASS TITLE

Control Panels Are Here to Stay

David Swinney

This presentation will cover the basic 8E Rules as related to control panels. Real world installations will be discussed and items addressed as it relates to both good and bad installations. Basic troubleshooting will be discussed for some tools needed and tips to make understanding the control panel easier.

David R Swinney graduated Elizabeth City State University with a BS in Geology. He worked for ARHS for 19.5 years as an Environmental Health Specialist, specializing in Wastewater System Management and Engineered system designs. He started Swinney Septic Service, LLC in January 2022. He is a Grade IV Installer & Inspector, Subsurface Operator, Grade II Biological Wastewater Operator, and a NCREHS. David became the NCSTA Education Coordinator in September 2023.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator. PCI

ROOM

Blue Room

4:00 p.m. – 5:00 p.m.

Permit Considerations for Large Systems

Mike Stidham

This presentation will highlight some basic considerations when designing, installing, inspecting, and maintaining Large Systems. Large systems should not be treated as just another septic system, there are special considerations that play a critical role in the proper design, installation, and maintenance of these systems. Real life examples of system installation will be discussed and critiqued.

Mike Stidham is Vice-President of E-Z Treat, Inc., and has participated in Model Code committees, including NOWRA, served on the Board of Directors of the Virginia Onsite Wastewater Association, and on the Onsite Wastewater Advisory Committee for the Arizona Dept. of Environmental Quality.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

Red Room

CLASS TIME**CLASS TITLE****ROOM****4:00 p.m. – 5:00 p.m.****When Are Non-Conventional Wastewater Systems Used****Green Room****Megan Watkins**

This presentation will discuss what type of options are available for sites that do not meet the conventional system rules. Just because a conventional system is not an option does not mean the property is a loss. There are many options to consider. This presentation will also touch on sloping sites, slope correction when needed, and detail why laying out a system is critical.

Megan Watkins is a Soil Scientist with Piedmont Environmental Associates, where she leverages 6 years of experience in both government and consulting roles. She holds the distinction of being one of the area's youngest licensed soil scientists and authorized onsite wastewater evaluators. Megan is also a dynamic educator who provides a behind-the-scenes look at soil evaluations and permitting through her engaging social media content.

Credit Hours: 1 Hour INST, INSP, P, SUBS, RS, LSS, Evaluator, PCI

These sessions conclude the
NCSTA 36th Annual Convention & Expo
Thank you for your attendance

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ATTENDANCE CARD AND PICK UP YOUR
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all the vendors, sponsors, speakers, and attendees
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www.conseal.com

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Drillers Service Inc. **Morgan Graber 828-514-1303**

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Duncan-Parnell **Laura Calvin 704-731-7996**

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Eric Wilson 706-201-8891

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Walker Ferguson 828-900-8700

LeafFilter Gutter Protection

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www.leaffilter.com

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Manufacturers Associates Inc (Norwesco) Jeff Black 704-907-5039

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Nature Works Inc

natureworks@hers.com

www.natureworksinc.com

Mike Burch 804-761-7902

NC Highway Patrol

Trooper Christopher Casey 828-851-6570

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www.ncdps.gov

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Tami Stout 336-855-5760

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NC Department of Environmental Quality Emily Adair

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www.deq.nc.gov

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Price Marketing **Beth Price 704-642-0280**

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Snider Inc. **Dana Jones 704-609-3398**

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www.winsupplyofshelby.com

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jasonj@zoeller.com

www.zoellerpumps.com

(At the time of printing there may be vendors in attendance that were not listed above)

For questions about installer, inspector or evaluator certification please visit the NCOWCICB booth in the exhibit hall. Connie Stephens will be available at the NCOWCICB booth at the following times during the convention:

12:00 p.m. – 1:00 p.m.

2:00 p.m. - 2:30 p.m.

A self-check book has been placed at the booth for you to check the status of your certification. This list has all those that are current with their certifications listed. If your name is not on this list NCOWCICB has not received your renewal for 2026.

The following forms have been placed on this desk for anyone that needs them:

- **2026 renewal forms**
- **NCOWCICB Application for Certification Business Succession**

CONVENTION CENTER MAP

Exhibit Hall

HALLWAY

RESTROOMS

NCSTA
Board
Room

**Classes are held in this area.
Look for signs for rooms
Blue Room
Red Room
Green Room**

LOBBY

VISTOR
CENTER

CENTER ENTRANCE DOORS

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RESTROOMS



Notes:

Notes

**Thank you for attending the
NCSTA 36th Annual Convention & Expo**

**We hope that 2026 is a prosperous, healthy,
successful and safe year for each of you!!!!**



WWW.NCSTA.NET

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