



MARYLAND STATE
PEST CONTROL
ASSOCIATION

Western MD Recertification Training –
Thursday, October 9, 2025
Schedule of Events

- 7:30 am** **Online Session Opens**
- 7:50 am – 8:00 am** **Opening Remarks**
- 8:00 am – 8:55 am** **Commensal Rodent Behavior & Control**
Presented by Tom Belcher, Mid-Atlantic District Sales and
Technical Manager, Liphatech
- 9:00 am – 9:55 am** **Getting to the Source: Practices for solving and preventing
small fly issues**
Presented by John Singletary, ACE, Regional Manager, Nisus
- 10:00 am – 10:15 am** **Break**
- 10:15 am – 11:10 am** **Termites Uncovered: Biology, Behavior, and the Best
Treatment Options**
Presented by Richard D. Spigler, II, BCE, BASF
- 11:15 am – 12:10 pm** **Catch The Buzz on Mosquito Management: Biology,
Ecology, and Treatment Strategies**
Presented by Shannon Harlow-Ellis, ACE, Technical Services
Manager, Mosquito Joe Franchising LLC
- 12:10 pm – 12:30 pm** **Maryland Regulatory Update**
Presented by Zachary Safford, Maryland Department of
Agriculture

Title: Commensal Rodent Behavior & Control

Categories: 7D

Speaker: Tom Belcher, Mid-Atlantic District Sales and Technical Manager, LiphaTech

Description: This session provides a comprehensive look at commensal rodents—Norway rats, roof rats, and house mice—examining their origins, behaviors, and the critical importance of rodent control in protecting public health, food safety, and property.

We'll begin by exploring the shared behaviors of these species, then dive deeper into species-specific traits, such as the Norway rat's burrowing tendencies and occurrence of rogue individuals, the roof rat's arboreal and hitchhiking behaviors, and the house mouse's seed-hoarding and heat-seeking habits.

Building on this behavioral foundation, the session will outline practical strategies for Integrated Rodent Elimination and Prevention. This includes the essential roles of knowledge, preparation, communication, exclusion techniques, sanitation practices, and mechanical controls. Participants will also review the effective use of rodenticides, with insights into active ingredients, product formulations, and key label considerations.

By the end of this session, attendees will have a deeper understanding of rodent biology and behavior, paired with actionable tools for implementing effective, long-term control and prevention programs.

Bio: With over 35 years of experience in sales management, Tom brings a wealth of knowledge and energy to every stage he steps on. For the past two decades, he has focused on training and leadership—helping pest management professionals, veterinarians, and technicians stay ahead with the latest tools, techniques, and products. Known for his ability to connect with audiences at every level, Tom has a passion for motivating people, simplifying complex information, and sharing practical insights that can be put into action right away.

Title: Getting to the Source: Practices for solving and preventing small fly issues

Categories: 7A

Speaker: John Singletary, ACE, Regional Manager, Nisus

Description:

In this session, we will review ID and common breeding areas of various small flies by species. Review the significance of small flies as a Public Health threat and highlight how sanitation plays a key role in infestations and activity. We will review best practices for remediation and prevention of these infestations. This session will help PMPs understand their roles as protectors of Public Health.

Learning Objectives:

- Proper ID of insect and preferred breeding areas
- Understanding the role small flies play as a vector of pathogens

Best practices for prevention and remediation

Bio: John is the Mid-Atlantic Regional Manager for Nisus Corporation. His professional experience includes work in the service, distribution, and manufacturing sectors of the Professional Pest Industry. Over the past 18 years, John has given hundreds of seminars regarding protocols and practices that address issues that are a threat to Public Health and to protect the food supply. These seminars also provide training and education with PMPs on remedial and preventive measures using Borates to protect structures against WDI (Wood Destroying Insects) and WDOs (Wood Destroying Organisms).

Title: Termites Uncovered: Biology, Behavior, and the Best Treatment Options

Categories: 7B

Speaker: Richard D. Spigler II, BCE, BASF

DescriptionThis session will include information on Termite biology, including life cycle, colony makeup, and other important information regarding their feeding and communication.

Treatment strategies will also be discussed, including liquid and termite baiting choices that are available on the market, their uses, and limits.

Learning Objectives:

- Better understand Termite biology and behavior.
- How to utilize the best termite treatment strategy for the structure you are trying to protect.

Bio: Richard has been in the Pest Industry for over 25 years. He holds a BS in Biology from Loyola College and a MS in Entomology from the University of Nebraska and has been a BCE since 2004. He has held service, technical, and management positions with companies at the top, middle, and bottom of the top 100 list. In these positions, he has trained over 500 new hires while at one company, created training programs to achieve QualityPro certification for another, and developed and facilitated many training programs. For the last 10 years, he has held positions for pesticide manufacturers. He is currently the Mid-Atlantic Sales Representative for BASF.

Richard has presented at a variety of industry meetings and in front of students from Kindergarten to High School. He has also been a college instructor of an upper-level biology course on Urban Entomology.

Title: Catch The Buzz on Mosquito Management: Biology, Ecology, and Treatment Strategies **Categories:** 8, Public Health

Speaker: Shannon Harlow-Ellis, ACE, Technical Services Manager, Mosquito Joe Franchising LLC

Description: Explore the fascinating world of mosquitoes in this in-depth session covering their biology, historical impact, and modern-day treatment methods. Learn how to identify key mosquito species, assess breeding habitats, implement integrated mosquito management (IMM), and apply treatment techniques safely and effectively. This session will also highlight resistance concerns, pollinator protection practices, and cutting-edge research shaping the future of vector control.

Learning Objectives: To enhance understanding of mosquito biology, their historical and ecological significance, and current best practices in surveillance, treatment, and control methods.

Bio: Shannon Harlow-Ellis, ACE, is the Technical Services Manager for Mosquito Joe, a Neighborly company, where she provides training, regulatory guidance, and program development across a growing national network of franchises. With more than a decade of experience in pest management, Shannon specializes in mosquito and vector control, termite baiting, and the design of innovative service programs that balance effectiveness with environmental responsibility.

A recognized industry leader, Shannon is deeply engaged in professional associations. She serves the Virginia Pest Management Association (VPMA) through multiple roles, including helping to lead the Master Technician program, the State Technical Meeting, and the Admin Conference. She also contributes to the Tidewater Pest Control Association (TPCA) and actively supports NPMA initiatives, with a strong focus on advancing technical education, workforce development, and leadership opportunities within the industry.

Passionate about training and certification, Shannon has created cross-training frameworks for technicians, sales staff, and customer service teams, and authored numerous SOPs, service agreements, and compliance tools that elevate both technical standards and customer trust. She is also a frequent speaker and panelist on topics ranging from selling technician culture to sustainable pest management practices.

Shannon's contributions have been recognized through industry honors, including NPMA's Professional Women in Pest Management Impact Award (2023). Known by many as the "Boujie Bug Lady," she brings energy, creativity, and a collaborative spirit to every project she undertakes. Her mission is simple: to strengthen the industry through education, engagement, and innovation, while empowering the next generation of pest management professionals.

Title: Maryland Regulatory Update

Categories: All

Speaker: Zachary Safford, Maryland Department of Agriculture

Description: This presentation will provide an update on regulatory and compliance issues for pest management professionals.