WHAT'S INSIDE THIS MONTH:

- MICA 2019 Annual Spring Convention Recap.
- President’s Message.
- MICA Future Meeting Dates.
- Sports Awards.
- Safety Best Practices Awards.
- Heaston Award Recipients.
- ISEL Settlement Reached.
- New Board Members Elected.
- Dodge Momentum Index Falls in May.
- Safe Workplace is Sound Business.

62nd JUNE CONVENTION OF MICA

The 62nd Annual Spring Convention of MICA is now history. The setting was picturesque, our attendance reached 162, and the speakers and technical programs were superb. The following is a summary of attendance:

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members &amp; Spouses</td>
<td>143</td>
</tr>
<tr>
<td>Speakers &amp; Guests</td>
<td>9</td>
</tr>
<tr>
<td>Children</td>
<td>10</td>
</tr>
<tr>
<td>Total Attendance</td>
<td>162</td>
</tr>
</tbody>
</table>

This convention marked MICA’s 62 years of serving the insulation industry. The Board of Directors worked long and hard this past year to make this convention an educational experience.

The welcome reception was sponsored by 53 of the 75 associate member firms. The hors d'oeuvres were tasty and the libations flowed freely. The weather was rainy, so we enjoyed the mountain view from indoors.

The opening session included a plated breakfast and a keynote presentation by Kelli Poole. Kelli provided a historical perspec-

tive of her time with the Colorado and Montana State Wildlife Commissions. Her photos of her studies and surveys of the bear, deer and elk were stunning. She concluded her presentation with photos and a discussion of her time in the Pamir Mountains in Tajikistan, where she trained young women as guides for hunting high alpine ungulates.

Peter Gauchel, Chair of the Manual Committee, demonstrated the PowerPoint presentation that is available to all MICA members for use in doing a “lunch and learn” to engineering firms. Peter emphasized the need to show specifying engineers the value of requiring MICA plates to be used by contractors in the submittal process. Any MICA member who is interested in using the PowerPoint presentation should contact both Peter and the MICA office. We will help cover the cost of the lunch and learn sessions.

During the opening session, we recognized the fourteenth-year recipients of the “Safety Best Practices Award”. We congratulate these companies for their efforts in safety. Please see the complete article on this most prestigious award on page 14 of this newsletter.

We concluded the morning session with three concurrent forums dealing with member issues. There was a union contractor forum, an open shop contractor forum, and an associate member forum, all running simultaneously. Each of the three sessions were well attended. There was some lively discussions in each of the forums.

Our twenty-first annual “Mick Van Horn Memorial Golf Tournament” was held on Tuesday afternoon. Fifty-nine golfers participated in the tournament. The Omni Golf Course provided a unique and challenging setting. The weather provided ample opportunities for the players to vie for the coveted ‘fish’ award. “Water balls” were everywhere as it rained during the outing. A complete summary of the tournament results is provided later in this newsletter.

(Continued on page 7)
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PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Well, here we are. Just got back from a wonderful trip to beautiful Colorado! What a week!

Many of you know me but I’ll give you a little background to those who don’t. I am the President of a small insulation company in SW Missouri. In many ways, my destiny as an insulator was set a couple of generations ago. A young man, Clyde, was an insulator in the Seattle shipyards during the construction of the Liberty Class transport ships built for World War II. While working there he met a young girl named Rose, who was from Greeley Colorado of all places! While Rose was not technically an insulator, she was employed as a seamstress who sewed and applied canvas to the mechanical piping systems of the ship.

My grandparents!

Many of you know my father, Larry, who also worked as an apprentice with my grandfather and great uncle before moving into the office of Midwest Materials sometime in the late 70’s. I started working in the field on weekends and holidays for extra money in 1986, experienced the typical teenage rebellion phase with dad for a few years and left, only to return full time in 1992. I have been here ever since! So with grandparents, great uncle, my father, and several other relatives being life-long insulators, you could say it is in my blood.

It is very humbling to be selected as President of this great organization. I have learned so much and made so many great business, as well as personal, relationships. One of my favorite memories occurred during the Wednesday evening ceremonies when we honored Tom and Cindy with the Heaston award. This award recognizes MICA members that have shown exemplary service and dedication to the organization. Anyone who attends any of the meetings can easily see what Tom and Cindy do in planning these gatherings. But if you really want to have your eyes opened, take a closer look at what goes on behind the scenes. Countless hours of making agendas, speaker selections, hotel negotiations, meeting packets, name tags, spouse programs, golf pairings, etc. That doesn’t include the fall business meeting, the summer and winter planning meetings, manual committee meetings, financial audits, the list is almost never-ending. I can think of none more deserving. Scott Weekley did an excellent job of planning everything for the surprise award by getting their three daughters there for the award ceremony.

My theme this year will be, “Moving Forward”. As human beings, we tend to gravitate to what we are comfortable with and often find ourselves satisfied and unwilling to evolve. I will dive deeper into this in next month’s message.

Again, I am truly humbled to have been selected to lead MICA for the 2019-2020 year. We are always looking for suggestions for topics of discussion for the upcoming fall business meeting. If you have any ideas, or something you would like discussed, feel free to contact me at any time!

Sincerely,

Matt Hymer
MICA President
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The Wednesday session began with a presentation by **Ms. Robyn Kavanagh**, Director, Human Resources with PCG. Robyn provided the members with an enlightening discussion on recruiting training, and retaining a millennial workforce. She stressed the importance of hiring to your company’s culture.

We followed Robyn’s presentation with **Dr. Joe Semkiu**, Zurich’s National Medical Director. Dr. Joe provided some interesting statistics on the use of opioids and other drugs in the United States. He provided some options for business owners to consider in establishing a drug policy for their companies.

Robyn and Dr. Joe joined Gary Auman in a lively panel discussion of opioids and marijuana from an HR, a medical, and an OSHA perspective. It was most enlightening and educational with a great deal of “unknowns” and “it’s too early to tell” scenarios. We are looking forward to having them back in 3 or 4 years for round two of the discussion.

**Ms. Allison Miles**, a Certified Safety Professional and Senior Loss Control Consultant for CRS Insurance Brokerage in Denver, Colorado, followed the panel discussion with an HR, medical, and an OSHA perspective. It was most enlightening and educational with a great deal of “unknowns” and “it’s too early to tell” scenarios. We are looking forward to having them back in 3 or 4 years for round two of the discussion.

Gary Auman gave his update on OSHA activities. He highlighted several new requirements that will impact our members. His main message was an update on OSHA’s position on Heat Stress and protecting the employee.

**Ms. Dana Vlk**, NIA President for 2019 – 2020, gave an update on industry activities at the national level. She outlined her goal for the NIA during her year as President. Michele Jones, Executive Vice-President of the NIA gave an overview of the NIA’s new TIIP program.

The social activities complimented the technical sessions. The spouses enjoyed a Tuesday morning presentation on the Omni’s use of it’s bee colony. Wednesday morning they boarded a bus for a ride to the Butterfly Pavilion and the Celestial Seasoning Tea Factory.

During Wednesday evening’s gala celebration, the Board of Directors totally surprised Tom and Cindy Shimerda with the “William R. Heaston Outstanding Member” award. It came as a complete shock to them. They were joined by their three daughters, Mary, Sarah, and Anna and their families. It was a “family” celebration and most appreciated by Tom and Cindy.

The convention concluded on Thursday morning with a farewell breakfast buffet. The Board of Directors and new officers were introduced, golf awards were presented and those in attendance even had a chance to win some nice attendance prizes. The 62nd annual spring convention was truly a most enjoyable event.

Plans are already being made for next year’s convention. **The 63rd annual spring convention will be held June 22 - 25,**
FUTURE MICA MEETING DATES

62nd Annual Spring Convention — June 17 — 20, 2019, Omni Interlocken Resort, Broomfield, CO.

Fall 2019 Annual Fall Business Meeting — October 16 & 17, 2019, Embassy Suites Downtown, Omaha, NE.

2020 Winter Board and Committee Meetings — January 23 — 26, 2020, DoubleTree by Hilton Grand Key Resort.

63nd Annual Spring Convention — June 22 — 25, 2020, Lodge of the Four Seasons, Lake Ozark, Missouri.

Fall 2020 Annual Fall Business Meeting — October 20 & 21, 2020, Downtown Omaha, NE.

MICA MEMBER ADDRESS/INFO. UPDATES

Be sure to inform the MICA office of any changes or corrections to your listing for either the MICA Directory, e-mail correspondence or mailing address. Even if you update your company listing on the MICA website, please inform the MICA office of the changes. We try to be as current as possible with your help.
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2020, at the Lodge of the Four Seasons Resort in Lake Ozark, Missouri. President Matt Hymer and the entire Board of Directors have already begun to plan an exciting year of member involvement in MICA.

SPORTS AWARDS

This year’s golf tournament marked the twentyfirst annual “Mick Van Horn Memorial Scramble Golf Tournament” of MICA. The golf tournament drew 59 golfers. The Omni Golf Club was the site of this year’s tournament. The course was as challenging as it was unique. Twenty-five associate member firms sponsored holes and five firms sponsored the special events at this year’s golf outing. The sponsorship signs were placed on the appropriate holes throughout the course. We want to extend a special thank you to the thirty associate member firms for their added financial support of MICA. Mick would be proud!

There was ample water and native grass areas on this year’s course that added to the possibility of qualifying for the coveted “fish” award. Several associate member firms donated golf items to this year’s grab bags. The extra golf balls were much appreciated! We are very thankful to the associate member firms that participated in this year’s grab bags.

Due to the weather, all of the golfers were worthy candidates for the “fish” award this year. There were a couple of intermittent showers during the round. Some of the players cut short their round but one group remained on the course through a 20 minute rain and hail storm. This year the coveted “fish” award went to Robert Thompson, with 4 State Supply, in Lenexa, KS. Robert was the team captain of the foursome that weathered the storm by remaining on the course. His “leadership” and determination secured his place as the award winner! The following is a list of the winners of the golf awards:

- **Prestigious “Fish” Award**  Robert Thompson, 4 State Supply, Lenexa, KS.
- **Aeroflex USA, Closest to the Pin**  Craig Shirley, RPR Products, Houston, TX.
- **Cook Brothers, Longest Drive (Men)**  Rudy Nigl, L & C Insulation, LaCrosse, WI.
- **Owens Corning, Longest Drive (Women)**  Diane Barton, Midwest Insulation Services, Omaha, NE.
- **Midwest Fasteners, Longest Putt**  Rudy Nigl, L & C Insulation, LaCrosse, WI.
- **4 State Supply, Closest to the Pin**  John Ward, Aeroflex USA, Berkeley Lake, GA.

**Winning Team:**  Tim Hughey, Colorado Mechanical Insulation, Englewood, CO, Craig Shirley, RPR Products, Houston, TX, John Ward, Aeroflex USA, Berkeley Lake, GA, and Jerry Zukowski, Knauf Insulation, Shawnee, KS.
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SAFETY BEST PRACTICES AWARDS

The Safety and Environmental Committee of MICA has initiated a strategic objective that recognizes the importance of sound safety practices. Safety is recognized by MICA as a vital part of the insulation industry and a key success factor in any organization. The committee, in keeping with this notion, requested that the Board of Directors establish the “Safety Best Practices” Award. The Board did approve such an award to be given in conjunction with our annual spring convention.

This is the fourteenth year that we honored the recipients of this noteworthy award for our members. The participating companies were recognized at our opening breakfast meeting for members and spouses Tuesday morning. They also set aside a “Safety Roundtable Discussion” session on Wednesday morning, at which time, the participating companies shared their “Safety Best Practices” with the general membership.

The grading process for the “Best Practices in Safety” Award Program uses a grading system that recognizes each applicant’s achievement in developing a quality safety program. The award levels are:

- Platinum: 95 to 100%;
- Gold: 88 to 94%;
- Silver: 80 to 87%;
- Bronze: 70 to 79%.

Achieving platinum status this year were Cornerstone Services Group, F & H Insulation Sales and Services, ITW Insulation Systems, Iowa-Illinois Taylor Insulation, Industrial Construction and Engineering, L & C Insulation, Performance Contracting, Inc., QCI Thermal Systems, Inc., and Sprinkmann Insulation, Inc.

Achieving gold status this year were APi Construction Company, All Temp, Inc., Amerisafe, Inc., Armacell LLC, Dako Services, Gagnon, Inc., Luse Thermal Technologies, Proto Corp., and Unifrax 1 LLC.

Achieving silver status this year were Cook Brothers Insulation, and Quality Insulators.

Achieving bronze status this year were Colorado Mechanical Insulation, and K W Specialty Services.

Education of our members in good safety practices is a strategic initiative of MICA. The safety award is MICA’s way of recognizing the efforts of our membership in implementing good safety practices. Safety is not a one year effort. Safety is vital for every company, every year!

We extend a special “thank you” to Gary Auman and his graders, who so tirelessly graded the safety applications. Gary gives his expert feedback, in writing, to each participating firm.
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The Wednesday night gala for the 62nd annual spring convention of MICA will forever hold a special place in our lives. Cindy and I (and our daughters) were honored the “William R. Heaston Outstanding Member” award by the Board of Directors of MICA during the evening festivities. It was a complete surprise to us, and we are humbled by the recognition.

Now that we have had some time to reflect on this honor, we realize that there are so many more deserving members within our association that should be recognized with this honor. But we are grateful. We have witnessed 35 years of excellence within the MICA leadership. We said this many times, but it is worthy of repeating; from the first President we served, Dan Culberg, to our most recent President, Scott Weekley, one trait that stands out among all 35 individuals was their devotion to the insulation industry and to MICA. Our relationship with each President has never been the same, but each President’s commitment to MICA was unwavering. It was our pleasure to work with such outstanding individuals.

This bears repeating for the 12 Heaston Award recipients. Cindy and I have had the honor to be part of the recognition ceremonies for all 12 members. As I wrote each of the biographical sketches for these 12 men, I was amazed by their accomplishments, both in their professional and personal lives. They did and do, exemplify the ideals of Bill Heaston; service to others and a genuine love of his family and his God.

Cindy and I were blessed to be mentored by Bill and Eleanor Heaston during our transition to Omaha. They accepted us into their family and their lives as if we were one of their children. Bill was my mentor at Creighton, and they guided us during our early years with MICA. Without their friendship and guidance, our family would not be part of this wonderful “MICA family”. They set the bar during their 27 years of dedicated service to MICA. Bill Heaston was MICA’s first and only Executive Secretary until his retirement in 1984. Bill was an integral part of MICA from its inception in 1957 and was a stabilizing force behind MICA. Cindy and I were fortunate to be able to continue this legacy with MICA.

Cindy and I are overwhelmed with this recognition, but it is all of you that are worthy of this recognition. You have provided us with opportunities and experiences that we never imagined when we began our relationship with you. We are indebted to you, the members of MICA, for allowing us and our family to be a part of your professional and personal lives. Your friendship and your support have been sincere and genuine. For that, we are most grateful and can never thank you enough. We are proud to be a part of the heritage that is “MICA”.

ISEL SETTLEMENT REACHED

Polyguard Products is pleased to announce the settlement of the false advertising litigation “Polyguard Products, Inc. v. I.S.E.L., LLC,” in United State District Court of the Northern District of Texas, Dallas Division, Civil Action No. 3:17-cv-03218-M. The settlement can be viewed as a victory for end users because the parties have agreed to claim only those anti-corrosion properties which are backed up by test results and to make those test results available to end users on their websites. “ISEL won’t be able to claim anti-corrosion properties without actually conducting and publishing the test results,” said Shawn Eastham, President of Polyguard. “As we have asserted all along, both the ISEL and their private label products are not the same as the RG-2400 and can’t match our performance or successful track record. We believe the potential environmental, safety, and lost productivity caused by Corrosion Under Insulation (CUI) should require a rigorous evaluation process for CUI coatings”.

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MICA OFFICERS ELECTED FOR 2019-2020

During the 62nd Annual Spring Convention, the Board of Directors elected officers for the association for the 2019-2020 year. The following members will be serving as officers of MICA:

- **President** Matt Hymer, Midwest Materials Company, Joplin, MO.
- **President-Elect** Steve Sack, Sprinkmann Insulation, Inc., Peoria, IL.
- **Vice-President** Rudy Nigl, L & C Insulation, LaCrosse, WI.
- **Co-Treasurer** Doug Barton, Midwest Insulation Services, Omaha, NE, & Steve Beresh, Mid-Plains Insulation, Omaha, NE.
- **Associate President** Robert Thompson, 4 State Supply, Lenexa, KS.

Please congratulate these individuals for their willingness to serve our association and our industry. They are not compensated for their time. They are giving of their time and efforts solely to help improve the insulation industry and MICA. Give them your support and when asked to help, please find it in your heart to say “yes”.

NEW BOARD MEMBERS ELECTED

The membership voted on vacancies for three positions on the Board of Directors of MICA. The following members were nominated and elected to serve three-year terms on the Board:

- Doug Barton, Midwest Insulation Services, Omaha, NE.
- Ted Nickel, Mavo Systems, Inc., White Bear Lake, MN.
- Rudy Nigl, L & C Insulation, LaCrosse, WI.
- George Shimada, Gagnon, Inc., Franksville, WI.

We are most grateful to these individuals for their willingness to continue to serve MICA and the insulation industry. Their leadership and involvement at the Board level is most valuable. The Board establishes the strategic initiatives and objectives that drive MICA. We are continually looking for new member involvement at the Board and committee levels. Contact the MICA office or an officer if you are interested in taking a more active role in MICA.

Stepping down from the Board of Directors after serving three years on the Board is Mike Poot with Nyco, Inc. We commend Mike for his service to MICA and to the Board.
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New York – June 7, 2019 – The Dodge Momentum Index fell 1.0% in May to 141.0 (2000=100) from the revised April reading of 142.4. The Momentum Index, issued by Dodge Data & Analytics, is a monthly measure of the first (or initial) report for nonresidential building projects in planning, which have been shown to lead construction spending for nonresidential buildings by a full year. The May decline for the Momentum Index was due entirely to a 6.9% drop by its commercial component, as its institutional component rose 8.1%.

The Momentum Index continues to settle back from the most recent highs achieved last summer. On a year-over-year basis, the Momentum Index in May was 9.2% lower than a year ago, with a 16.0% drop by its commercial component outweighing a 1.8% gain by its institutional component. Although the trend for the overall Momentum Index is downward, so far the pullback has been measured, suggesting that there remains enough nonresidential building projects in the pipeline to support near term stability for construction activity. This is particularly true for the institutional side of nonresidential building.

In May, there were 14 projects each with a value of $100 million or more that entered planning. The leading commercial projects were a $500 million office building in the Bronx NY and the $300 million second phase of the Iceberg Towers in Burbank CA. The leading institutional projects were the $250 million second phase of the Kaiser Permanente Hospital in Sacramento CA and the $150 million Moffitt Cancer Center Hospital in Tampa FL.
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OSHA has recently updated the Guidelines for Safety and Health Programs it first released 30 years ago, to reflect changes in the economy, workplaces, and evolving safety and health issues. The new Recommended Practices have been well received by a wide variety of stakeholders and are designed to be used in a wide variety of small and medium-sized business settings. The Recommended Practices present a step-by-step approach to implementing a safety and health program, built around seven core elements that make up a successful program.

The main goal of safety and health programs is to prevent workplace injuries, illnesses, and deaths, as well as the suffering and financial hardship these events can cause for workers, their families, and employers. The recommended practices use a proactive approach to managing workplace safety and health. Traditional approaches are often reactive—that is, problems are addressed only after a worker is injured or becomes sick, a new standard or regulation is published, or an outside inspection finds a problem that must be fixed. These recommended practices recognize that finding and fixing hazards before they cause injury or illness is a far more effective approach.

The idea is to begin with a basic program and simple goals and grow from there. If you focus on achieving goals, monitoring performance, and evaluating outcomes, your workplace can progress along the path to higher levels of safety and health achievement.

Employers will find that implementing these recommended practices also brings other benefits. Safety and health programs help businesses:

- **Prevent** workplace injuries and illnesses.
- **Improve** compliance with laws and regulations.
- **Reduce** costs, including significant reductions in workers’ compensation premiums.
- **Engage** workers.
- **Enhance** their social responsibility goals.
- **Increase** productivity and enhance overall business operations.
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