The Executive Committee of MICA is scheduled to meet on August 16, 2014, at the Blue Harbor Resort in Sheboygan, Wisconsin. President Lance Pickerign has invited the Board of Directors, his Executive Committee, and Committee Chairs to attend the meeting so that they can plan the fall business meeting of MICA. This year, the Board has approved a pre-meeting educational seminar in conjunction with the fall business meeting. The Board will finalize the agenda for this seminar. There is no charge to attend the seminar but space is limited. Be sure to register early for the seminar.

The Board and Executive Committee will have several items to discuss. The main purpose of the meeting is to set the budget and technical program for the annual fall business meeting of MICA. This year’s fall business meeting is scheduled for October 22 & 23, 2014, at the Embassy Suites Downtown Omaha. The venue was well accepted by the members, and we have renewed our contract with the Embassy Suites for two more years. The room rate for this year is $154 per night, single or double occupancy.

The Board will be reviewing several technical topics for presentations but is open to suggestions from the general membership. If you have a topic that you feel would be of interest to the membership, please contact PresidentPickerign or the MICA office. Lance can be reached at 651-644-4301. Lance is open to your suggestions and input, so please call him with your ideas. He will be delighted to visit with you!

For the past six years, we have held a table top display show for our associate members during our fall business meeting. The displays have been very well received by both the contractors and associate members. During their spring meeting, the associate members discussed ways to improve the table top show. These suggestions will be reviewed by the Board and Executive Committee at the planning meeting. We will keep you informed of the Board’s decision on the format for the mini tabletop trade show for this fall’s business meeting. This year the distributor, fabricator, and manufacturers rep member firms will participate in the tabletop show.

The Executive Committee has several items of business to conduct in addition to setting the technical program for the fall business meeting. President Pickerign will have the Committee review ongoing operating policies of MICA and review the budget summary from the spring convention. We will share the fall business program with you next month.
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Good day MICA friends.

It is great to have June behind us. With severe storms, record rain falls and major flooding all around our region, we needed something to celebrate.

I hope everyone had a safe and fun filled 4th of July “Independence Day” celebration. I enjoy the parades, fair food and fireworks that happen around our community this time of year, although my dog Gypsy doesn’t care much for the week or two of firecrackers that go along with it.

What a great business to be in when you think about our “Independence”. The Insulation Industry has one of the few products that actually contribute in helping our country become independent.

From the time we properly install our products, it begins to pay for itself and continues to pay for itself over the life of the product by reducing our customer’s energy cost, fuel usage and emission’s reduction. What a great industry we are involved in, knowing we are making a difference for this and the next generations to follow.

It’s already that time of year to be thinking about the fall meeting in October, and your Board of Directors and committee members have scheduled a planning meeting in August to prepare. If you have a topic you would like us to consider or might have interest in helping with the planning, please let us know. We love to have everyone “Get Involved” in order to provide you the most value during these meetings.

I will leave you with a few interesting Independence Day facts:

John Adams wrote to his wife after approval from Congress to separate from Great Britain on July 2nd 1776, telling her this day should be celebrated with parades, shows, games and Illuminations – well, he was right, and we have been doing that ever since, even though he missed the date by 2 days.

Both John Adams and Thomas Jefferson, signers of the Declaration of Independence, later became Presidents of the United States and both died on the same day, July 4, 1826, on the 50th anniversary of the signing of the Declaration of Independence.

Calvin Coolidge our 30th President was born on July 4th – 1872.

In 1870, Congress made Independence Day an unpaid holiday for federal workers and in 1938, Congress changed it to a paid federal holiday.

Thanks for reading and have an enjoyable summer!

Respectfully,

Lance Pickerign
MICA President
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STATEMENT BY US LABOR SECRETARY THOMAS E. PEREZ ON THE NEED TO RAISE THE MINIMUM WAGE TO BENEFIT WORKERS AND THE ECONOMY

WASHINGTON — U.S. Secretary of Labor Thomas E. Perez released the following statement on the five-year anniversary of the last increase in the federal minimum wage:

“It's been exactly five years since workers at the bottom of the income ladder have gotten a raise. Since then, the cost of a gallon of milk, a week of child care, a month's rent and everything else a working family needs has gone up. But the federal minimum wage remains frozen at $7.25 per hour.

President Obama believes five years is far too long, and a clear majority of Americans agree. Too many people are working harder but falling further behind, and it's just plain wrong that men and women working full-time in America should have to raise their families in poverty.

A minimum wage increase to $10.10 would benefit 28 million people, giving them a little bit of breathing room and peace of mind. And it would help their bosses as well. As I've traveled around the country, employers of all sizes and in varied sectors have told me they see higher wages as a sound business investment. They know that it boosts productivity and reduces training costs. They know that, in an economy driven by consumer demand, more money in people's pockets means more customers for them. This isn't just anecdotal — a recent poll shows that more than 3-in-5 small business owners support a $10.10 minimum wage.

Thirteen states and the District of Columbia, responding to grass-roots energy in their communities, have increased their minimum wages since the beginning of 2013. And the president has signed an Executive Order mandating a $10.10 minimum wage for workers under federal service contracts. But still, Congress has failed to act on behalf of all workers.

This step is long overdue. Our workers need it and they've earned it. After five years, it's time to reward hard work and raise the wage.”
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HELP MICA SOLICIT NEW MEMBER FIRMS

With the new year comes new opportunities to help grow your association. Do you have a prospective member firm that you think would be interested in joining MICA? If so, let us know! Send the contact information to us at mica@micainsulation.org. (Note: This is the new MICA e-mail address. If you have not updated your records to reflect this change, please do so today).
THE PASSING OF JIM ZIMMERMAN


Jim was preceded in death by his parents, John and Frances Zimmerman. Survivors include his loving wife of 45 years, Kathy Zimmerman, of the home; son, James Zimmerman, Jr.; and 3 grandchildren, Zoe, Keegan and Willow Zimmerman. He also leaves his brother, Jack Zimmerman (Nancy).

Jim was an avid golfer and enjoyed anything to do with gambling and according to Kathy, he always broke even. He was the CEO of PIC Plastics Company. Jim was a loving husband, father, grandfather and friend.

In lieu of flowers, the family requested donations to The Horizon Academy, 4901 Reinhardt Drive in Roeland Park, KS.

Jim was a long-time MICA member and an avid supporter of association activities. He did not miss a MICA meeting, and his wife, Kathy, always accompanied Jim to the spring conventions. Jim was always complimentary of MICA and our Board of Directors. We could always count on his and PIC Plastics support.

For those of us who knew Jim personally, he was a gentleman. He always had a kind word to say about everyone. Cindy and I had the pleasure of playing a round of golf with Jim at one of our MICA meetings, and his kindness even stretched to complimenting my golf game (a true gentleman)! He will be missed. Cards of sympathy may be sent to Kathy and the Zimmerman family in care of the White Chapel Funeral Home; 6600 NE Antioch Road, Gladestone, MO 64119, or PIC Plastics, 2232 North Garrison Ave, Carthage, MO 64836.
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FALL PRE-MEETING EDUCATIONAL SEMINAR

In past years, we have combined an educational seminar with the fall business meeting. This combination of business meeting and seminar was designed to keep your travel costs to a minimum, yet allow you to participate in both educational activities. This year the Board decided to sponsor a free day long educational seminar conducted by FMI, the largest provider of management consulting, investment banking and research to the engineering and construction industry. The Board is sponsoring this seminar as one of the many benefits that come with your membership in MICA. This day-long seminar will be held on Tuesday, October 21, 2014, from 8:00 a.m. until 4:00 p.m. at our fall business meeting hotel, the Embassy Suites Downtown, in Omaha.

Founded by Dr. Emol A. Fails in 1953, FMI has professionals in offices across the U.S. FMI delivers innovative, customized solutions to contractors; construction materials producers; manufacturers and suppliers of building materials and equipment; owners and developers; engineers and architects; utilities; and construction industry trade associations.

Matt Marshall, Business Development Director with FMI will be conducting the seminar with Mark Sherwood, Senior Consultant with FMI. As the business development director for FMI’s Training and Development practice, Matt specializes in working with construction and engineering companies to create and deliver comprehensive management and leadership development programs for staff at all levels to increase individual and team performance, employee retention and company profitability.

Mark “Rusty” Sherwood is senior consultant with FMI’s Center for Strategic Leadership. Rusty is committed to building a better future for the global construction marketplace by developing exceptional leaders one at a time. He specializes in strategic thinking and the means and methods by which senior leaders and their teams develop the skills to lead enduring high-performance organizations.

A detailed list of the topics that will be covered during the seminar are shown below. The list is an informational piece, and it is designed to get you to begin thinking about what you will learn and experience during the session.

(Continued on page 11)
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(Continued from page 9)

**Trends Shaping the Industry**

To succeed in a constantly changing business environment, leaders need to reexamine the way they think about their business, their strategies and their people. Strategic leadership provides vision and direction for the enduring growth and success of an organization amidst these changes. In this session, we will cover the most important trends that are occurring in the construction industry, and provide participants with actionable items that they can use to begin preparing now. Strategic leaders use these trends to advance overall organizational goals and align their teams to adapt and change in this uncertain environment.

This interactive session will help participants:
- Recognize the top trends that are changing the face of our industry.
- Understand how these trends will affect their business and future opportunities.
- Explore the role leadership plays in navigating their organizations through the current economic situation.
- Identify the key skills leaders need to address to align their teams with current trends.

**Turning Your Project Managers into Business Managers**

Although they need to have a solid foundation of technical knowledge, the most successful project managers have also developed strong management, leadership and business skills in order to execute projects profitably. Project managers need to understand the financial impact of what they do every day and learn to proactively manage cash flow, accurate forecasting of cost to complete along with tracking, pricing and collecting of change orders. The best project managers will accomplish this while maintaining positive client relationships to leverage future repeat business.

Session participants will:
- Learn the financial impact of effective project controls, projected cash flow, and getting paid for all of the work you do.
- Discover how proactively managing all aspects of the job utilizing innovative tools and leveraging relationships with key resources such as subcontractors, suppliers and consultants is a key to success.
- Develop skills in building long-term client relations through an understanding of marketing and business development concepts.

**Bridging the Gap in Organizational Risk Management**

Risk lives in all functional areas of contractors’ business. How well they formalize the risk management function within the organization is what separates the best in class from the rest. These best-in-class contractors treat risk management more holistically and have identified and bridged the gaps that exist within their organizations.

In this session, participants will:
- Learn how firms “bridge the gaps” between risk management silos that exist within organizations.
- Understand how risk is embedded within the functional areas of the company and affect strategy, business development and preconstruction, operations, and finance.
- Recognize how to quantify, manage and mitigate risks that could threaten the company’s balance sheet health.
- Discover how an enterprise risk management process can identify unseen risks and successfully manage and mitigate the impact to the organization.

**Strategic Leadership Revisited: Putting it All Together**

With the constant barrage of urgent project deadlines, client demands and staying relevant in the marketplace, finding time to lay out the strategies to successfully deal with industry change and ambiguity may take a back seat. With a firm understanding of industry trends, risk profiles and business drivers, this last session focuses on moving from theory to action. This interactive wrap-up for the day will provide the key steps for leaders to create common purpose, alignment and buy-in for their organizations – the foundations for implementing and executing strategy.

In this session, attendees will:
- Learn why adaptability is important to companies, and the cultural barriers that can prevent it.
- Understand how strategic leaders focus on strategies consistent with their vision to achieve success.
- Explore how strategic leaders create ownership and buy-in to prompt action in carrying out strategy.

If you are interested in registering for this educational seminar, registration material will be mailed out next month.  Space is limited and registration will be taken on a first-come, first-served basis.  The number of attendees per company may have to be restricted depending on the overall interest shown by the membership.
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FUTURE MICA MEETING DATES

Fall 2014 Annual Fall Business Meeting — October 22 & 23, 2014, Embassy Suites Downtown, Omaha, NE.

58th Annual Spring Convention — June 22 — 25, 2015, Blue Harbor Resort, Sheboygan, Wisconsin. [Please note that the convention will begin on the Monday after Father’s Day. This slight change in the schedule is the direct result of member feedback to the Board].

Fall 2015 Annual Fall Business Meeting — October 21 & 22, 2015, Embassy Suites Downtown, Omaha, NE.

59th Annual Spring Convention — June 2016, Under Consideration. Send your suggestions to the MICA office.

Fall 2016 Annual Fall Business Meeting — October 19 & 20, 2016, Embassy Suites 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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OSHA is focusing on texting while driving. Employers should prohibit any work policy or practice that requires or encourages workers to text while driving. The picture below was submitted to MICA by Gary Auman, MICA’s legal counsel, as a reminder of the risks of texting while driving.
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The National Insulation Association (NIA) is excited to announce that it is taking the 2014 Committee Days meeting to Fort Worth, Texas. It will be held from November 11-12, 2014 at the Omni Fort Worth Hotel. Also for the first time ever, this series of industry meetings will be open to non-members.

This is a move that NIA President David Dzina says will make the event more accessible to members, while allowing non-members to see firsthand the benefits NIA offers to the insulation industry. "Committee Days affords the opportunity for us to develop strategies that make the industry stronger, and discuss trends, concerns, and challenges," Mr. Dzina said. "By attending this important event, you become a part of building and shaping the industry."

A highlight of Committee Days is the keynote address at the annual luncheon. In the past, industry and safety experts, lawmakers, and policy experts have spoken. During last year's Committee Days Luncheon, attendees enjoyed an enthusiastic speech from Representative Roger Williams (R-TX). The organization is currently in the process of selecting the keynote speaker for the 2014 event.

During Committee Days, attendees hear reports on business, industry-relevant topics, and current NIA activities from committees such as Health and Safety, Distributor/Fabricator, Technical Information, Merit Contractor, Union Contractor, and others.

This event attracts approximately 100 members each year, with 55% of attendees being contractor/distributor/fabricator/laminator members and 45% being associate members (manufacturer attendees). It is an extremely important event where NIA's members help to decide NIA's areas of focus and direction, as well as provide important feedback on the biggest issues in the industry.

Fort Worth is known as the "city of cowboys and culture," and offers visitors numerous attractions and entertainment options suitable for a variety of tastes. Committee Days information and online registration will be available soon. Please visit NIA's website at www.insulation.org for the most current information.
SECRETARY JOHNSON ANNOUNCES 192 CRIMINAL ARRESTS IN ONGOING ICE OPERATION TO CRACK DOWN ON HUMAN SMUGGLING TO THE RIO GRANDE VALLEY

WASHINGTON — As part of the U.S. Government’s aggressive campaign to respond to the recent rise in illegal migration into South Texas, Secretary of Homeland Security Jeh Johnson, joined by U.S. Deputy Attorney General James Cole, U.S. Immigration and Customs Enforcement (ICE) Principal Deputy Assistant Secretary Thomas Winkowski, U.S. Customs and Border Protection Acting Operations Division Deputy Chief Jaime Salazar, announced the progress of ongoing enforcement efforts by ICE Homeland Security Investigations (HSI) and the United States Department of Justice to target human smuggling networks in the Rio Grande Valley.

On June 23, the Department of Homeland Security (DHS) surged personnel to the RGV as part of HSI’s efforts to target and dismantle human smuggling operations across the southwest border. Less than a month into this operation, 192 smugglers and their associates have already been arrested on criminal charges, more than 501 undocumented immigrants have been taken into custody and more than $625,000 in illicit profits have been seized from 288 bank accounts held by human smuggling and drug trafficking organizations.

“We have continued to stress that our borders are not open to illegal migration and that if you enter the United States illegally, we will send you back,” said Secretary Johnson. “Equally important, those who prey upon migrants for financial gain will be targeted, arrested, and prosecuted. We are focusing on the pocketbooks of these human smugglers, including their money laundering activities in the United States – working with our Mexican and Central American partners to track, interdict, and seize the money flowing through Mexico and Central America.”

“The Department of Justice will continue to prioritize cases involving smuggling or transporting of undocumented individuals, including minors, into the United States,” said Deputy Attorney General James Cole. “We appreciate our longstanding partnership with ICE and DHS and look forward to continuing our work together on this important law enforcement initiative.”

HSI is also pursuing money laundering activity associated with the transnational criminal activities of transnational human and drug smuggling operations, particularly focused on the exploitation of sophisticated ways smugglers and traffickers are using the financial system to further their activities. HSI is focused on identifying, targeting and dismantling criminal organizations using these accounts in order to disrupt the larger networks involved in human smuggling.

In May, HSI conducted Operation Southern Crossing, a month-long initiative along the U.S. southwest border in which 163 alien smugglers and other violators were arrested. HSI special agents also obtained 60 indictments and 45 convictions, seized 29 vehicles, nine firearms and more than $35,000 in illicit proceeds.
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MEMBER COMPANY, DAKO SERVICES, INC., RECEIVES STEP DIAMOND AWARD

DaKO Services, Inc., in Lincoln, NE, was awarded Associated Builders and Contractors, Inc. (ABC) 2014 Safety Training Evaluation Process (STEP) Diamond Level of achievement for its ongoing efforts in the development of a quality safety program.

There were 150 companies of the 19,000 ABC member firms to receive the Diamond award. DaKO Services, Inc., is the first Nebraska contractor to receive Diamond Level Award.

Dan Osborn, President of DaKO Services, was MICCA President in 1982 — 1983 and NIAC President in 1989 — 1990. Congratulations Danny!

Contact: sales@tepinc.com

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North Dakota Office
2702 7th Ave S
Fargo, ND 58103
(701) 237-0071 phone
(701) 232-0400 fax

California Office
114 Viking Ave
Brea California 92821

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NEW YORK - The apprenticeship school affiliated with a New Jersey construction trade union will pay $34,500 and provide substantial remedial relief to settle a discrimination claim by the U.S. Equal Employment Opportunity Commission (EEOC), the agency announced recently. The EEOC had charged that Joint Apprenticeship and Training Committee (JATC) of Sheet Metal Workers Local 25 discharged a black apprentice because of his race just two weeks before he was to graduate from the four-year apprenticeship program.

The EEOC's findings arose from its investigation of the apprentice's appeal of his dismissal, which he filed with the court-appointed special master who monitors Local 25 and its JATC pursuant to past judicial findings of race and national origin discrimination. According to the EEOC, the JATC violated the court's previous orders by summarily discharging the apprentice for alleged poor performance just days before he was to complete the program and be promoted to journeyman status. The JATC imposed this severe sanction despite the apprentice satisfactorily completing virtually the entire eight-term program and despite his complaints about inadequate on-the-job training from biased contractors.

Race discrimination violates Title VII of the Civil Rights Act of 1964 as well as the court's prior orders on journey-person referral and access to apprenticeship opportunities. The EEOC's settlement of the apprentice's appeal of his dismissal, which he filed with the court-appointed special master who monitors Local 25 and its JATC pursuant to past judicial findings of race and national origin discrimination. According to the EEOC, the JATC violated the court's previous orders by summarily discharging the apprentice for alleged poor performance just days before he was to complete the program and be promoted to journeyman status. The JATC imposed this severe sanction despite the apprentice satisfactorily completing virtually the entire eight-term program and despite his complaints about inadequate on-the-job training from biased contractors.

"The EEOC is pleased that Local 25 JATC worked with us to reach this settlement, which will benefit not only the individual who was harmed but all apprentices who come after him," said EEOC New York District Office Director Kevin Berry.

EEOC's New York Regional Attorney Robert D. Rose added, "The EEOC is committed to ensuring that all construction trade apprentices are able to complete their education free from discrimination, and go on to fulfilling careers. The EEOC will continue to enforce prior court orders to make sure that the covered unions, as well as those contractors who work with them, do not limit the opportunities of apprentices and workers of color."

Eliminating discriminatory barriers to recruitment and hiring is one of EEOC's six nationwide priorities identified in its FY 2013-16 Strategic Enforcement Plan.

NEW MEMBER COMPANIES

The MICA Board of Directors at its June meeting approved the applications for membership for five member companies. Three of the companies are new associate member firms while two are new contractor member firms.

The first active member firm is NODAK OILFIELD SERVICES, in Williston, North Dakota. Chad Drake, President, and Luke Warner, Vice President, are excited about their company's participation in MICA. Chad established Nodak Oilfield Services four years ago and is heavily involved in providing insulation services to the oil companies and businesses in the Williston, ND area. Chad is looking to MICA for opportunities to become a better business person and to increase his knowledge of the insulation industry. Nodak Oilfield Services is a merit shop contractor that operates primarily in the industrial market.

Please welcome Nodak Oilfield Services., into MICA and add the following contact information to your MICA Directory:

Nodak Oilfield Services
1001 8th Avenue West
Williston, ND 58801
Chad Drake, President
Luke Warner, Vice President
701-509-7308
e-mail address: nodakoilfield@gmail.com

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Our second active member firm is **TGB INSULATION**, in Fort Smith, Arkansas. J. D. Aishman, owner of the company is looking to MICA for opportunities to network with insulation professionals. TGB Insulation has been a respected fixture in the Fort Smith construction industry for many years. The company is proud to have earned a reputation for integrity, professionalism, and quality work. They believe that their success is due to the following principles:

- We are committed to the highest standard of quality, both in materials and workmanship. We believe the work we produce should speak for itself.
- We are committed to completing all projects on schedule and within the budgets that have been set by our clients. We know that our reputation is riding on every job, so we do everything in our power to keep clients satisfied.
- We are committed to clear and careful communication with our clients. We believe that many problems in the construction field come down to miscommunication between the builders and the customers, so we make sure that our customers always have realistic expectations of timeframes and are aware of any special situations that may affect the work.

TGB Insulation is a merit shop contractor that operates in both the commercial and industrial markets.

Please welcome TGB Insulation into MICA and add the following contact information to your MICA Directory:

**TGB Insulation**
P.O. Box 191
Fort Smith, AR 72902
J. D. Aishman, Owner
479-597-0597
e-mail address: jdaishman54@gmail.com
Website: tgbinsulation.net

One of the three new associate member firms is **JOHN J. MORONEY & CO.**, in Bridgeview, Illinois. Kevin Hennis, sales manager for the company is excited about his participation in MICA. Kevin attended the spring convention of MICA and is looking forward to participating at the fall meeting as well. The company has been in business for over 95 years and is heavily involved in supplying insulation materials to the Chicago market. Kevin wants to begin to serve the broader MICA region with insulation, refractory, HVAC, and firestop materials. The company primarily serves the commercial market but is active in the industrial and firestop markets as well.

Please welcome John J. Moroney & Co., into MICA and add the following contact information to your MICA Directory:

John J. Moroney & Co.
8301 S. 77th Avenue
Bridgeview, IL 60455
Kevin Hennis, Sales Manager
708-876-2600
e-mail address: khennis@jjmoroney.com

Our second associate member firm is **INSULATION COMPONENTS, INC.**, in Mishawaka, Indiana. Ron and Kevin Marvel, owners of the company are excited about joining MICA. Kevin and his wife, Nicole, attended the spring convention of MICA and are looking forward to participating in future MICA meetings. The company has been in business for 11 years. They manufacture pipe insulation shields & insulated shields, wood and high density fiberglass blocks, along with supplying tools to the insulation industry. The company mission is “To provide our customers the highest Quality products and Service backed with Integrity”.

Please welcome Insulation Components into MICA and add the following contact information to your MICA Directory:

**Insulation Components, Inc.**
13301 Chippewa Blvd.
Mishawaka, IN 46545
Kevin Marvel
866-713-7476
e-mail address: kmarvel@insulationcomponents.com
Website: www.insulationcomponents.com

Our latest associate member firm is **M C & I**, in Reed, Kentucky. Bob Mayes, CEO of the company and Rebecca Mayes, Business Manager are delighted to be a part of MICA. The company has been in business for 14 years and is the manufacturer of RIDGLOK® Vertical Standing Seam Panel Insulation for ground storage tanks. RIDGLOK® Vertical Standing Seam Panel Insulation System is custom manufactured to fit specific tank insulation needs for tanks in the following industries: Fire Protection Water Tanks, Tank Terminals, Petrochemicals, Asphalt Plants, Biofuel Plants, Bio-Pharmaceuticals, Agriculture, Manufacturing, Waste Water, Municipalities, Correctional Facilities, Military Bases, Airports, and Transportation.

Look for a full page ad on the company and RIDGLOK® in next month’s newsletter.

Please welcome M C & I into MICA and add the following contact information to your MICA Directory:

**M C & I**
6082 Peters-London Road
Reed, KY 42451
Bob Mayes, CEO
Rebecca Mayes, Business Manager
855-743-4565
e-mail address: rebecca@ridglok.com
Website: www.ridglok.com
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