RECAP SPRING 2011 CONVENTION

The 54th Annual Spring Convention of MICA is now history. The setting was awesome, our attendance reached 176, and the speakers and technical programs were superb. The following is a summary of attendance:

<table>
<thead>
<tr>
<th>Category</th>
<th>Attendance</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members &amp; Spouses</td>
<td>163</td>
</tr>
<tr>
<td>Speakers &amp; Guests</td>
<td>7</td>
</tr>
<tr>
<td>Children</td>
<td>6</td>
</tr>
<tr>
<td>Total Attendance</td>
<td>176</td>
</tr>
</tbody>
</table>

This convention marked MICA’s 54 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 50 of the 71 associate member firms. The setting provided a picturesque view of the St. Louis Arch. The hors d’œvres were tasty and the libations flowed freely.

The opening session included a plated breakfast and a keynote address by U.S. Representative Russ Carnahan. Rep. Carnahan is a leading advocate for reducing energy consumption and growing the new clean energy economy by investing in technology that will reduce our reliance on foreign oil and save money for families, businesses and taxpayers.

During the opening session, we recognized the sixth-year recipients of the “Safety Best Practices Award”. This award was initiated by the Environmental & Safety Committee of MICA. We congratulate these companies for their efforts in safety. Please see the complete article on this most prestigious award on page 23 of this newsletter.

The morning session concluded 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 discussion in each of the forums. This format has been used in the past and again proved to be quite effective. It allowed for all members to participate.

Our thirteenth annual “Mick Van Horn Memorial Golf Tournament” was held on Monday afternoon. Sixty golfers participated in the tournament. The Gateway National Golf Links provided a unique and challenging setting. The course was not as forgiving as it appeared. A complete summary of the tournament is provided later in this newsletter.

The Tuesday session began with a presentation by Mr. Alec Rexroat. Alec is the current president of NIA. Alec felt right at home giving the members an update on the

(Continued on page 4)
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

I started out working for a Union insulation shop, Insulating & Materials, and worked there for 18 years before my brother and I bought Industrial Construction & Engineering, Co.

My first MICA meeting was about 25 years ago. I went to a few meetings over the years, but it wasn’t until about 11 years ago that I made the decision to attend regularly. It was only after I started to attend on a regular basis that I really began to get something out of it.

The spring convention and fall conference have had speakers on safety, cash flow, sales, estimating and many other pertinent issues for businesses. To be able to sit down with others that do the same thing you do, and hear about what works and doesn’t work is invaluable. To know that others struggle with the same issues is comforting. And working together as a group to gain knowledge is rewarding. There is no college out there, that I am aware of, where real life learning is available.

I was asked to be on the Board of Directors about 6 years ago and I will admit, I was honored to be asked. I really didn’t know what that entailed, but I was sure of one thing: I didn’t want to be President. Again, I didn’t know what I would have to do, but I knew I didn’t want or have time to do it. I just came in, and fortunately, all of the Board members were willing to slowly guide me along.

The members of the Board, Past Presidents and many others have worked hard, behind the scenes for the most part, to help build the industry of mechanical insulation. As a result of their labors, myself, my family and all of us in MICA and the insulation industry, have benefited.

I owe a lot to our industry, and I would like to see it continue to build. The people who have worked so hard building it can’t continue forever. I believe that the best way we can grow MICA and therefore our industry, is by getting the next generation involved. Greg Sizemore with CURT, talked about the “brain drain”. There are many knowledgeable people within our industry who are getting close to retiring, and we are not training replacements. If this is a nationwide problem, how do we fix it?

We are a small industry; mechanical insulation. You can’t just go to the nearest university or tech school and hire an estimator or an insulation mechanic, or for that matter anyone who knows anything about mechanical insulation. We, the more seasoned, experienced people, have to find additional time and money to bring this next generation in and train them.

We have some younger people involved now, and it is a great start, but I would like to challenge all of you to begin to look around in your offices and see the future. Select one or maybe two people from your group and bring them to the fall MICA meeting. As they begin to attend regularly they will learn from us. They will also bring a fresh, youthful perspective on what we do and this will be educational for us as well.

I hope you noticed, I said “bring them with you”. As your President this year, I am asking and hoping that everyone will find the time in their schedules to join us in Omaha this fall.

I am looking forward to being your President for the next year. With your help, I know we can continue the excellence that MICA brings to the industry.

Sincerely,

Jeff DeGraaf,
MICA President

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 activities at the National level. Al is a past president of MICA and is very active within MICA and the NIA. Alec stressed the need for all members to become more active in supporting regional and national initiatives. He updated the members on many success stories that the NIA has had in promoting mechanical insulation at the State and National levels. Al provided an excellent summary of the National Foundation’s work in supporting the insulation industry. He stressed the need for all companies to help the Foundation with their financial support no matter how small the contribution.

The second speaker of the morning session was Mr. Cliff Brewis, Senior Director Editorial Operations for McGraw-Hill Construction/Dodge. Mr. Brewis provided an excellent overview of the national economy and the many uncertainties that lie ahead. He provided a summary on several key economic growth indicators and how these indicators are positioned within the MICA region of States. Mr. Brewis has made his PowerPoint presentation available to the MICA membership. If you are interested in receiving a copy of his presentation, contact the MICA office, and we will forward you the PowerPoint slides.

Our third speaker was Mr. Gregory Sizemore, Esq., Executive Vice President of the Construction Users Roundtable (CURT). Mr. Sizemore provided an excellent overview of CURT’s mission and strategic initiatives. He explained how each of the initiatives will impact our industry and how we will interact as subcontractors with business owners in the future. Mr. Sizemore was a knowledgeable and captivating speaker. He educated those in attendance on numerous issues facing business owners and how these owners will be managing the nearly $200 billion in capital and maintenance spending that the members of CURT control. Mr. Sizemore has also agreed to make his PowerPoint presentation available to the MICA members. All you need to do is to contact the MICA office and request either or both presentations.

Our fourth speaker, Angela Neal with Snap Creative in St. Charles, MO, provided a most informative session on how social media can play a role in a company’s advertising and marketing strategies. She informed the members of the importance of maintaining an up-to-date website as a first step in promoting your company through the myriad of social media outlets. Angela stressed the importance of strategically determining what your company wants to accomplish in its exposure on the key social media outlets. In addition to a company’s website, she noted that a company needs to have
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Our final speaker of the session was Mr. Gary Auman, MICA’s legal counsel. Gary provided an enlightening update on legislative initiatives and OSHA activities that directly affect our industry. He shared his view on what you can expect from OSHA enforcement activities and regulations. Gary closed his session with the following message, “Stay tuned for my update at the October meeting, there is a lot more to come.” Gary shares his knowledge and expertise with the membership in order to help you become a better business manager. You have the opportunity to take advantage of Gary’s wealth of knowledge, but to do so you must participate!

The social activities complimented the technical sessions. The spouses enjoyed a lively get acquainted round of bunco on Monday morning. Tuesday morning they visited Kimmswick, Missouri and had lunch at the famous Blue Owl restaurant. The Blue Owl is noted for its homemade apple pie. The spouses brought the pie and other delicious pastries back for us to taste. Tuesday evening’s gala celebration was enjoyable as the members danced the night away to the music of the band “Facts O’Life”. The band was sponsored by the Master Insulators Association of St. Louis. Those in attendance want to adopt the band as “MICA’s Own”.

The convention concluded on Wednesday 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 54th annual spring convention was truly a most enjoyable event.

Plans are already being made for next year’s convention. The 55th annual spring convention will be held June 17 - 20, 2012, at the Omni Resort, in Broomfield, Colorado. President Jeff DeGraaf and the entire Board of Directors have already begun to plan an exciting year of involving the next generation in our industry. They invite you to be an integral part of this “youth” movement. Find that next generation employee and bring them to MICA!

MICA OFFICERS ELECTED FOR 2011-2012

During the 54th Annual Spring Convention, the Board of Directors elected officers for the association for the 2011-2012 year. The following members will be serving as officers of MICA:

- **President** Jeff DeGraaf, Industrial Construction and Engineering, St. Peters, MO.
- **President-Elect** Rich Huseman, Gagnon Incorporated, Davenport, IA.
- **Vice-President** Ben Pfister, Ludeman Insulation & Supply, Inc., Wichita, KS.
- **Treasurer** Scott Weekley, Mid-Plains Insulation, Omaha, NE.

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”.

ASSOCIATE MEMBERS ELECT NEW OFFICERS FOR 2011-2012

The associate members of MICA elected new officers for 2011-2012 during the recent spring convention. The new associate member President for 2011-2012 is Mr. Darrell Peil with Aeroflex USA, Inc., in Rock Hill, SC. As President of the associate members, Darrell will serve one year on the Board of Directors of MICA. During the meeting, Mr. Chip Dorsey with HiCube Coating, in Clifton, NJ, was elected as President-Elect of the associate members. As President-Elect, Chip will serve two years in a leadership position for the associate members of MICA. Both Darrell and Chip will attend all Board meetings. As Associate President, Darrell is a voting member of the Board of Directors, and as Associate President-Elect, Chip will serve in an advisory capacity on the Board.

We wish to congratulate these individuals for their willingness to serve MICA and the insulation industry. Please give them your support throughout the year. Their involvement on the Board of Directors is vital to the success of our association. We value their time and input on the Board.
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SPORTS AWARDS

This year’s golf tournament marked the thirteenth annual “Mick Van Horn Memorial Scramble Golf Tournament” of MICA. The golf tournament drew 60 golfers. Gateway National Golf Links was the site of this year’s tournament. The course was as challenging as it was unique. Twenty-three associate member firms sponsored holes and nine 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 were plenty of water hazards on this year’s course. The combination of water and native grasses resulted in most every golfer losing a ball or two. Several associate member firms donated golf items to this year’s grab bags, and we are very thankful for these gifts. There were several worthy candidates for the “fish” award this year. This year the coveted “fish” award went to Miles Ottinger for his play around the geese! The following is a list of the winners of the golf awards:

- **Prestigious “Fish” Award**  Miles Ottinger, M.W. Ottinger Sales, Wayzata, MN.
- **Cook Bros. Insulation, Longest Drive (Men)**  C.J. Botsolas, Proto Corp., Clearwater, FL.
- **Dyplast Products, Longest Drive (Men)**  Bob Nolan, Nomaco Insulation, Dallas, TX.
- **ITW Insulation Systems, Longest Drive (Women)**  Cindy Shimerda, MICA, Omaha, NE.
- **Polyguard Products, Longest Drive (Women)**  Holly Hirsch, Johns Manville, Mettawa, IL.
- **AGM Industries, Inc., Most Accurate Drive**  C.J. Botsolas, Proto Corp., Clearwater, FL.
- **Proto Corp., Most Accurate Drive**  Kevin Valentine, GLT Products, Solon, OH.
- **Aeroflex USA, Closest to the Pin**  Rich Huseman, Gagnon, Inc., Davenport, IA.
- **RPR Products Inc., Closest to the Pin**  Terry Dziengel, Premier Insulation, St. Louis, MO.
- **Midwest Fasteners Inc., Longest Putt**  John Ward, Aeroflex USA, Inc., Berkeley Lake, GA.

**Winning Team:**  Scott Bauman, Building Service Industrial Supply, Milwaukee, WI; Hank Mai, Venture Tape, Corp., Rockland, MA; Jeff DeGraaf, Industrial Construction and Engineering, St. Peters, MO; and R.T. Behm, ITW Insulation Systems, Leawood, KS.
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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:

- Jeff DeGraaf, Industrial Construction and Engineering, St. Peters, MO.
- Lance Pickerign, Gagnon, Inc., St. Paul, MN.
- Randy Wheeler, F & H Insulation, Inc., Kechi, KS.

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.
FUTURE MICA MEETING DATES

Fall 2011 Annual Fall Business Meeting — October 19 & 20, 2011, Embassy Suites Downtown, Omaha, NE.


Fall 2012 Annual Fall Business Meeting — October 17 & 18, 2012, Embassy Suites Downtown, Omaha, NE.

56th Annual Spring Convention — June, 2013, Location to be Determined

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. We try to be as current as possible with your help.

MICA STANDARDS MANUAL

Remember, as a MICA member, you receive a discount when purchasing the 6th edition of the National Commercial & Industrial Insulation Standards manual. The hard copy or electronic version of the manual sells for $89.95 plus shipping and handling. Member price is only $75.00 plus shipping and handling. Call the MICA office to order your copies.
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Pictures from the Spring Convention: Top Left — Jim Markham’s Executive Committee hard at work; Bottom Left: MICA members enjoying the Cardinals game; Top Right — Meeting new members; Bottom Right — Scene from the Welcome Reception.
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Pictures from the Spring Convention: Top Left — President Markham introduces Rep. Carnahan; Bottom Left: MICA members at the technical session; Top Right — Safety Roundtable Participants; Bottom Right — First Lady Constance Markham with Jeff and Jan DeGraaf.
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Last year's featured luncheon presentation was given by Craig Cheney from Project Performance Corporation and Ronald L. King, NIA Past President and consultant, who shared the exciting progress made on the important partnership between NIA and the U.S. Department of Energy to build the Mechanical Insulation Education and Awareness Campaign. Other presenters have included Michael Fulton, Executive Vice President and head of the government relations practice with GolinHarris, and Jade C. West, Senior Vice President-Government Relations at the National Association of Wholesaler-Distributors.

Along with committee meetings and the luncheon presentation, a networking reception exclusive to registrants will take place. This popular event always lasts beyond the scheduled time slot. The Health and Safety Roundtable will also offer attendees the opportunity to share information with industry peers and safety experts on a variety of important topics.

Committee Days and Health and Safety Roundtable information and online registration will be available soon. Please visit www.insulation.org for the most current information.
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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 sixth year that we have honored the recipients of this noteworthy award for our members. The winning companies were recognized at this year’s spring convention in St. Louis. Representatives from the winning companies participated in our “Safety Roundtable Discussion” session held on Tuesday morning of the convention. Those members shared their “Safety Best Practices” with the general membership during the session.

Due to the tremendous participation by our member firms this past year, the awards committee expanded the categories to better reflect this increased participation. This year the award was given in the small, medium, and large contractor categories, and in the small and large associate categories. Because of the excellent number of applications, all worthy of recognition, the committee selected a third place, second place, and winning company in the three contractor categories and a winning company in the associate categories. The winner in the small contractor category was L & C Insulation, Inc., second place was Ludeman Insulation & Supply, Inc., and third place was Enervation, Inc. The winner in the medium contractor category was Sprinkmann Insulation, Inc., second place was a tie between Gagnon, Inc., and Environmental Plant Services. The winner in the large contractor category was F & H Insulation, Inc., second place was 1th companies, Inc., and third place was Luse Thermal Technologies, LLC. The winner in the small associate category was Amerisafe, and the winner in the large associate category was Insulation Fabricators, Inc.

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. We want to thank all member firms who applied this year for the award. Our goal is to have 100% participation in this award for 2012. Safety is not a one year effort. Safety is not for select companies only. Safety is vital for every company, every year!

We extend a special “thank you” to Gary Auman, who so tirelessly grades the safety applications and gives his expert feedback to each participating firm.
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OSHA SEEKS COMMENTS ON PROPOSED UPDATES, REVISIONS TO THE OCCUPATIONAL INJURY AND ILLNESS TRACKING AND REPORTING REQUIREMENTS

WASHINGTON — The Occupational Safety and Health Administration has announced in a Notice of Proposed Rulemaking an update and revision of two aspects of the agency's recordkeeping and reporting requirements for work-related injuries and illnesses.

“These proposed recordkeeping updates will better enable OSHA, employers and workers to identify hazards in high-risk worksites,” said Assistant Secretary of Labor for Occupational Safety and Health Dr. David Michaels. “The proposed reporting revisions will enable OSHA to more effectively and efficiently target occupational safety and health hazards, preventing additional injuries and fatalities.”

The new proposed reporting requirements revised OSHA’s current regulation that requires an employer to report to OSHA, within eight hours, all work-related fatalities and in-patient hospitalizations of three or more employees. Under the revised proposal, employers would be required to report to OSHA any work-related fatalities and all in-patient hospitalizations within eight hours, and work-related amputations within 24 hours. Reporting amputations is not required under the current regulation.

OSHA is also proposing to update Appendix A of the recordkeeping rule (Part 1904 Subpart B) that lists industries partially exempt from the requirements to maintain work-related injury or illness logs. These industries received partial exemption because of their relatively low injury and illness rates. The current list of industries is based on the Standard Industrial Classification system. The North American Industry Classification System was introduced in 1997 to replace the SIC system for classifying establishments by industry. When OSHA issued the recordkeeping rule in 2001, the agency used the old SIC code system because injury and illness data were not yet available based on the NAICS. OSHA is also updating Appendix A in response to a 2009 Government Accountability Office report recommending that the agency update the coverage of the relevant recordkeeping requirements from the old SIC system to the newer NAICS.

OSHA is requesting public comments on the proposed revisions, and has included in the proposed rule's preamble specific questions about issues and potential alternatives. Comments must be submitted by Sept. 20, 2011. See the Federal Register notice for details on how to submit comments. General and technical inquiries should be directed to Jens Svenson, OSHA Office of Statistical Analysis, at 202-693-2400.

To educate employers and employees on the proposed changes, OSHA updated its Recordkeeping Web page to include answers to frequently asked questions regarding the proposed rule. A link to the proposed rule itself also is available on the OSHA web page.

THEY ARE BOYS!

The MICA office is proud to announce the addition of two new members to the MICA family.

Nathan and Amanda Heilman, with Diamond Insulation in Sioux City, Iowa, became parents for the second time on June 1, 2011, with the arrival of Nolan Heilman. Nathan serves on the MICA Board of Directors and missed the meeting in St. Louis, and we can all understand why.

Thomas James Tumberger has arrived on June 17, 2011, at 11:05 A.M. He came into this world a happy healthy 7-lbs 8oz, 18 ½" long! Mommy is doing great! She is still in shock that it is a boy, because she was convinced she was carrying a girl with the pregnancy, because it was so different from the first one! Joe and Ashley Tumberger are with Bradco, Inc., in Kansas City.

We are delighted to hear that both sets of parents and babies are doing fine. We are delighted to see that the parents are doing their part to comply with President DeGraaf’s theme of involving the “next generation of MICA members”.

THE PASSING OF ALLEN WOTHERSPOON

The MICA office has been informed of the death of Al Wotherspoon, the fifteenth president of MICA. We will share the particulars with you next month. You may view his obituary at www.legacy.com.
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