The annual fall business meeting is now history. We had another excellent turn out for this year's meeting. The following is a recap of those in attendance:

<table>
<thead>
<tr>
<th>Category</th>
<th>Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>Members</td>
<td>95</td>
</tr>
<tr>
<td>Speakers &amp; Guests</td>
<td>3</td>
</tr>
<tr>
<td>Total Attending</td>
<td>98</td>
</tr>
</tbody>
</table>

The meeting began with a dialogue between contractor and associate members. President Jim Markham and President of the Associate members, Gary Schelberger, stood in the middle of the meeting room and began to discuss their views of what type of business relationship each would like to have with each other; contractors with associate member firms, and associate member firms with contractors. It did not take long before an exchange of ideas and views began to flow among all the attendees. The session’s time limit was exhausted before the discussion. It was deemed a most informative session, and one that will be revisited again at a future meeting.

The final presenter in the afternoon session was Mr. Ben Pfister, with Ludeman Insulation and Supply, Inc., in Wichita, Kansas. Ben gave a “hands on” demonstration of the newly revised MICA website. He gave a brief demonstration on how to access the website and navigate through the various sections displayed on the site. If you have not visited the updated MICA website, go to www.micainsulation.org to see what is new at the site.

The Wednesday afternoon 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 was well attended. There were some lively discussions 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.

The Wednesday evening welcome reception included our fourth annual Table Top Displays of associate members’ products and material literature. This year our table top displays featured our distributors, fabricators, and manufacturers’ reps. Thirteen of our associate member firms participated in the table top display session. The 90 minute session was very well attended by the members. The comments were again very positive from both the displayers and the attendees. We anticipate continuing this format next year.

Our Thursday morning session began with a presentation by Mr. Gary Auman, MICA’s legal counsel. Gary provided the members with an “OSHA & Employment Legislation Update. Gary discussed the need for good recordkeeping policies and the importance of keeping an updated OSHA 300 log. He briefed the attendees on the new penalty structure for OSHA violations and reviewed the whistleblower protection rules that OSHA has in place. Gary informed the members of the new and pending federal legislation that will potentially impact our members. Gary reiterated to the members of the need to educate members of Congress of the potential impact that

(Continued on page 3)
PRESIDENT’S MESSAGE

TO: THE MICA MEMBERSHIP

Omaha was a great meeting! I certainly hope that you were able to attend. We had 98 Members and speakers. My take away, as well as a vast number of attendees, was that there was “Value” in attending. For those of you who were able to make it, as well as those that were not, I deliver a brief report…

The Speakers included an engineer from Black and Veatch, Kansas City, MO. Scott Harman spoke on the issues of sustainability. A buzz word we will all be challenged with in the days to come. Scott is providing contacts in his organization for contractors, distributors and manufacturers to connect with. His message was that his company welcomes our involvement and ideas up front, as they do not have all the answers. Attitudes and needs are changing. Scott also spoke to energy technology trends. Perhaps a swing back to natural gas is in our future? We were also educated on the two types of solar power generation. This was poignant, and a message to all our members.

Our open forum for issues of fine tuning our working relationships within MICA, (Contractors and Associates), was a first attempt and went quite well. Thanks for your participation and attentiveness!

Gary Auman gave us our “dose” of OSHA updates and outlined the liabilities that we all have in these dynamic and challenging times and business climates! Thanks Gary. Next was a valuable and informative talk on CCIP and OCIP Insurance coverages. The “why” questions were addressed as to why our clients are deciding to move in these directions on substantial projects. In addition, some review of these policies we are asked to tie into, is advised as there may lurk some hidden liabilities and loose ends to tidy up. A final speaker was with the U.S. Department of Labor. A “Unique” delivery from our guest took a rather mundane and dry topic and had us rolling in our seats!! You see, some of the driest topics can be quite entertaining to address!!

Our distributors, fabricators and manufacturers’ reps associate members delivered nicely to our traditional cocktail hour with 13 table top displays to inform us all as to new products and capabilities within our Region. Thanks to them all for stretching further to deliver us all the information and service we need to succeed in our businesses.

Committee meetings were well attended, and thanks to our members and committee chairs for staying the course and delivering quality efforts once again. Thanks particularly to our Manual Committee as they close in on the 7th edition of the MICA Manual – Our Industry’s Standards Manual.

All that value, and we still had time for FUN! To meet with and get caught up with our peers and fellow industry workmates is always a blast!

That said…. Please plan to join us in St. Louis (Four Seasons Hotel) on June 19th to the 22nd, 2011. Value for your money and time well spent, fun with peers, and a time away from the office to refresh…. You can’t beat it.

Thanks for the opportunity to serve as your President.

Sincerely,

James Markham,
MICA President
some of the proposed legislation will have on businesses.

Mr. Scott Harmon, P.E. with Black & Veatch addressed five areas where improved dialogue between specifying engineers and members of the insulation industry can take place. Scott shared his views of how insulation contractors and suppliers can work together to make the insulation specifications regarding work and materials more effective and efficient. Scott provided the attendees with information on who to contact at Black & Veatch’s Energy Division, how to get work with Black & Veatch and how to increase the chances of getting on the company’s bid list. This information is available in a word document from the MICA office. Just contact the MICA office, and we will e-mail you the document in electronic format.

Our third speaker of the morning was Mr. Mike Henry with Great South Corporation in Memphis, TN. Mike provided an excellent summary of owner controlled / contractor controlled insurance programs. He shared a list of advantages and disadvantages from both sides of the insurance controversy. Mike provided handouts describing how to use the OCIPs as a form of risk management for a company. Mike’s overhead presentation is available from the MICA office. Contact us if you would like a copy of the handout material.

The final presenter was Mr. Steven Murray, with the United States Department of Labor. Steven discussed several compliance issues regarding prevailing wage projects. He noted that the contractor needs to be aware of wage changes on projects that may not start out as a prevailing wage project but then switches to a prevailing wage project. Steven provided several handouts, including a 15-page Davis-Bacon Wage Determination Reference Material.

We finished the meeting with committee reports and a report on MICA operations by MICA’s Executive Secretary, Tom Shimerda. It was evident by the attendance and participation of our members at the fall business meeting that there truly is benefit from belonging to and participating in MICA. We had many company representatives that were attending their first MICA meeting, and they came away with an appreciation for association membership.

The Board has scheduled its winter meetings for January 20 — 23, 2011, in Austin, Texas. Several of the standing
committees will meet on January 21, 2011, in conjunction with the Board meeting. If you are interested in attending any of the committee meetings, please contact the MICA office for complete details.

The 54th annual spring convention was also discussed during the fall meeting. We are looking forward to an exciting and “fun” convention. President Jim Markham is excited about next year’s meeting in St. Louis, Missouri. The convention is scheduled for June 19 — 22, 2011, at the Four Seasons Hotel. We are confident that you will find the setting quite luxurious. **Be sure to mark your 2011 calendar to include attendance at the 54th annual spring convention of MICA!**

**PITTSBURGH CORNING CORPORATION APPOINTS JAMES R. KANE AS COMPANY PRESIDENT**

Pittsburgh Corning Corporation, manufacturer of applied glass technology and systems, announced this month that James R. Kane has been appointed President of the company, effective September 1, 2010. Since 2007, Kane has served as Vice President and General Manager of the Pittsburgh Corning Foamglas® Industrial business worldwide. With his new position, he will be responsible for all operating divisions in North America and developing businesses in Central and South America.

Kane succeeds Phil Martineau as President. Martineau continues as Chairman and CEO of both Pittsburgh Corning Corporation and Pittsburgh Corning Europe, a separate legal entity headquartered in Brussels.

Throughout his 28-year career, Kane, 51, has held a series of senior management positions with a range of leading companies. He began his career at Corning Incorporated, the world leader in specialty glass and ceramics. Later, he held positions at Haworth Inc., a global leader in the design and manufacturing of office furniture and organic workspaces and Sunar Hauserman, a leading producer of movable interior walls.

Prior to joining Pittsburgh Corning Corporation, Kane served as Vice President, Business Development at HNI Corporation. HNI is the second-largest office furniture manufacturer in the world and the nation’s leading manufacturer and marketer of gas- and wood-burning fireplaces. He also served as Vice President of three different business units during his six years with HNI.

Kane received a Bachelor of Arts Degree in Economics from the University of Pennsylvania.

“Jim has demonstrated his ability to grow our customer base worldwide, from Asia to Europe to the Middle East,” said Phil Martineau, Chairman and CEO of Pittsburgh Corning Corporation. “His focus on the customer, coupled with a strong operational background in lean manufacturing, will take Pittsburgh Corning Corporation to the next level.”

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A modest increase in the use of energy-efficient mechanical insulation would allow the United States to quickly generate significant energy demand reductions in the industrial sector, create tens of thousands of green jobs, and help cut the nation's greenhouse gas emissions, according to the National Insulation Association (NIA). NIA and its partners in this effort estimate that mechanical insulation could deliver annually $3.7 billion in energy savings and reduce 37.9 million metric tons of carbon emissions, with a return on investment in 11.3 months (106 percent annual return) from simple maintenance of mechanical insulation in industrial/manufacturing plants. NIA estimated this maintenance work would create over 27,000 jobs per year for insulation contractors, of which 90 to 95 percent are small businesses, in all 50 states. Those 27,000 jobs support other industry channels with job opportunities of more than 13,000, bringing the total job creation opportunity to 40,000. NIA also noted that 95 percent of materials required for these opportunities are made in the United States, with most of the balance made in Canada.

Jef Walker, Supervisor, Partnership Development and Deployment for the Industrial Technologies Program at the DOE, stated that “Many of the large and medium plant energy assessments sponsored by the U.S. Industrial Technologies Program have identified mechanical insulation improvements as an important savings opportunity. Improvements in mechanical insulation in large and medium U.S. industrial plants are often a cost-effective opportunity for reducing energy use and energy costs and should be seriously considered.”

“These findings once again confirm that mechanical insulation is truly an overlooked and undervalued technology,” said NIA EVP/CEO Michele M. Jones. “NIA is working to help our nation move toward energy efficiency and independence, protecting the environment, and creating or preserving jobs through increased education about the benefits of mechanical insulation on the federal and state legislative levels and throughout the private business sectors.”

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ventilating, and air conditioning (HVAC) systems; process piping and equipment; and refrigeration in commercial buildings and industrial plants, which are some of the largest energy consumers in the country. In 2009 NIA worked with Oak Ridge National Laboratory (ORNL) and the U.S. Department of Energy's (DOE's) Industrial Technologies Program (ITP) to assess possible gains in large and medium industrial facilities. The team relied on data from DOE's Save Energy Now program, which conducts energy audits of industrial facilities, to determine the energy and environmental benefits in large and medium plants from mechanical insulation and other initiatives. Working again with the DOE's Industrial Technologies Program, ORNL, and the Project Performance Group (PPC), NIA examined a database that included an 83 percent increase in assessments through May 2010. The study confirmed the energy and emission reduction, annual rate of return, and job creation opportunities with increased use of mechanical insulation. The increased database added to the statistical significance of the data extrapolation and allowed analysis across multiple industry sectors.

The Save Energy Now assessments were primarily focused on process heating and steam systems and did not include potential efficiency gains achievable in small industrial plants, the power/utility sector, or the commercial sector (hospitals, schools, government buildings, etc.). Nor do the estimates consider energy efficiency improvements from increased use of mechanical insulation in new industrial or commercial facilities. Using the Save Energy Now assessment data, NIA estimated the potential in the maintenance potential in small industrial plants and the power/utility sector.

**FUTURE MICA MEETING DATES**

Winter Board and Committee Meetings — January 20 — 23, 2011, Driskill Hotel, Austin, Texas.

54th Annual Spring Convention — June 19 — 22, 2011, The Four Seasons Hotel St. Louis, St. Louis, Missouri.

Fall 2011 Annual Fall Business Meeting — October 19 & 20, 2011, Embassy Suites Downtown, Omaha, NE.
Pictures from the 2010 Fall Business Meeting of MICA
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OSHA AIMS TO IMPROVE WORKER TRAINING PROGRAM

WASHINGTON — OSHA recently revised its policy for all Outreach Training Programs to address the number of hours each day a student may spend in OSHA 10- and 30-hour classes. OSHA revised the length of daily classroom instruction to prevent workers from being saturated with so much information that they may miss content that could prevent injuries, illnesses and death.

Revised program policy now requires OSHA trainers to limit worker training classes to a maximum of 7½ hours per day. Before OSHA made this change, there were no limitations on how long these classes could last each day. With 10 hours of training, along with necessary breaks and lunch, students could sit in classes for up to 13 hours a day. OSHA became concerned that long, mentally-fatiguing class days might cause students to miss essential safety and health training.

Another concern was that, in some cases, one- and three-day training classes were not meeting 10- and 30-hour program time requirements. This concern became evident after OSHA conducted random records audits and unannounced monitoring visits.

To address these issues, the agency now requires OSHA outreach trainers to conduct 10-hour courses over a minimum of two days and 30-hour courses over at least four days. The agency also set up an outreach fraud hotline at 847-725-7810 to which the public can call to file complaints about program fraud and abuse.

“Limiting daily class hours will help ensure that workers receive and retain quality safety training,” said Assistant Secretary of Labor for OSHA David Michaels.

This policy change is effective immediately and will be reflected in the next revision of the Outreach Training Program Guidelines. OSHA will not recognize training classes that exceed 7½ hours per day or do not meet all program content requirements. In such cases trainers will not receive completion cards to distribute to students. Trainers may, however, submit written requests for exceptions to limiting training days to 7½ hours based on extenuating circumstances.

The Outreach Training Program, a voluntary participation information resource, is part of OSHA’s Directorate of Training and Education, comprises a national network of more than 17,000 independent trainers who teach workers and employers about OSHA, workers’ rights and how to

(Continued on page 23)
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### STATEMENT OF LABOR SECRETARY
**HILDA L. SOLIS ON REPORTED DECLINE IN WORKPLACE INJURIES AND ILLNESSES**

WASHINGTON - The U.S. Department of Labor's Bureau of Labor Statistics today announced that nonfatal workplace injuries and illnesses among private industry employers declined in 2009 to a rate of 3.6 cases per 100 equivalent full-time workers, down from a total case rate of 3.9 in 2008. BLS also reported a decline in the total number of cases from 3.7 million in 2008 to 3.3 million in 2009. Secretary of Labor Hilda L. Solis issued the following statement:

“While the reported decline in workplace injuries and illnesses is encouraging, 3.3 million workplace injuries and illnesses are 3.3 million too many. No worker should fear being injured or made sick for a paycheck.”

“Complete and accurate workplace injury records can serve as the basis for employer programs to investigate injuries and prevent future occurrences. Most employers understand this and do their best to prevent worker injuries, but some do not. That is why my department’s Occupational Safety and Health Administration is aggressively working to ensure the completeness and accuracy of injury data compiled by the nation’s employers. We are concerned about the widespread existence of programs that discourage workers from reporting injuries, and we will continue to issue citations and penalties to employers that intentionally under-report workplace injuries.”

“Too many Americans suffer each year from preventable injuries or illnesses they received while on the job. Even in these difficult economic times, we must keep in mind that no job is a good job unless it’s a safe job.”

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ASA COMMENTS ON EXPANDED FORM 1099 REPORTING REQUIREMENTS

ALEXANDRIA, Va. — On Sept. 29, 2010, the American Subcontractors Association filed comments warning the U.S. Internal Revenue Service that expanded Form 1099 reporting requirements would “greatly increase the paperwork burden for businesses of all sizes.”

In its comments, ASA shared the results of a membership survey that showed, “sixty percent of respondents expect to file more than 200 1099 forms under the expanded reporting requirements.” With firms having to file more forms, this would “strain the administrative operations of most firms, and increase costs for additional paid time to existing staff, hiring and paying a new employee, and/or outsourcing the task,” ASA said.

“Construction firms are taking it on the chin in this recession,” said 2009-10 ASA President Timmy McLaughlin, Austin Construction Company, Summerville, S.C. “With the construction industry historically being the last to emerge from a recession, this unnecessary Form 1099 expansion will surely hinder the sector’s future growth if left unchanged.”

ASA recommended that the IRS, which is responsible for implementing the new requirements, ease the burden on businesses by:

- Providing exemptions for payments made using credit or debit cards, which will be separately reported by the credit card companies and banks.
- Providing precise definitions, unambiguous explanations and sufficient examples that clearly describe businesses’ data collection and reporting responsibilities.
- Providing exemptions for payments between affiliated corporations.
- Extending the deadline for submitting 1099 forms to vendors until March 15 each year.
- Upgrading and providing additional guidance on how to use the Filing Information Returns Electronically (FIRE) system, which firms are required to use if they file more than 250 1099 forms per year.
- Maintaining and providing access to a directory of Taxpayer Identification Numbers (TINs) for users of the FIRE system.

- Providing specific and clear guidance on the backup withholding process.

The expanded 1099 reporting requirements, enacted in March as part of the America’s Affordable Health Choices Act (H.R. 3200), will require all firms to prepare and file 1099 forms for each vendor to which they pay more than $600 during a calendar year, beginning with payments made in 2012.
WASHINGTON – In conjunction with Drive Safely Work Week, the U.S. Department of Labor’s Occupational Safety and Health Administration announced an education campaign calling on employers to prevent work-related distracted driving, with a special focus on prohibiting texting while driving.

“Year after year, the leading cause of worker fatalities is motor vehicle crashes,” said Assistant Secretary of Labor for OSHA Dr. David Michaels. “There’s no question that new communications technologies are helping businesses work smarter and faster. But getting work done faster does not justify the dramatically increased risk of injury and death that comes with texting while driving.”

Part of OSHA’s education outreach is a new Web page aimed at those whose workplaces are the cars, vans and trucks that deliver the goods and services on which the nation’s economy depends, and their employers. This online resource will inform workers of their rights, and employers of their responsibility to provide safe workplaces, and offer best practices and policies on achieving safe workplaces in motor vehicles. Information and continual updates is available at http://www.osha.gov/distracted-driving.

An open letter to employers, also posted online, requests that companies examine their policies and practices, informs them that they have a legal obligation to prohibit workplace hazards such as texting while driving, and asks them to immediately remove any incentives that may motivate employees to text while behind the wheel.

“OSHA’s message to all companies whose employees drive on the job is straightforward: It is your responsibility and legal obligation to have a clear, unequivocal and enforced policy against texting while driving,” said Michaels. “Companies are in violation of the Occupational Safety and Health Act if, by policy or practice, they require texting while driving, or create incentives that encourage or condone it, or they structure work so that texting is a practical necessity for workers to carry out their jobs. OSHA will investigate worker complaints, and employers who violate the law will be subject to citations and penalties.”

Last month, Secretary of Labor Hilda L. Solis announced a partnership with the U.S. Department of Transportation to combat distracted driving. Prohibiting texting while driving is also the subject of an executive order signed by President Barack Obama last year for federal employees and the subject of rulemaking by the Department of Transportation.

The Transportation Department reports that in 2009 more than 5,400 people died in crashes linked to distraction and thousands more were injured. In particular, texting while driving has become such a prominent hazard that 30 states now ban text messaging for all drivers. Learn more about combating texting while driving and other distracted driver hazards at the Transportation Department website http://www.distraction.gov.

IRS RELEASES DRAFT W-2 FORM FOR 2011; ANNOUNCES RELIEF FOR EMPLOYERS

WASHINGTON — The IRS issued a draft Form W-2 for 2011, which employers use to report wages and employee tax withholding. The IRS also announced that it will defer the new requirement for employers to report the cost of coverage under an employer-sponsored group health plan, making that reporting by employers optional in 2011.

The draft Form W-2 includes the codes that employers may use to report the cost of coverage under an employer-sponsored group health plan. The Treasury Department and the IRS have determined that this relief is necessary to provide employers the time they need to make changes to their payroll systems or procedures in preparation for compliance with the new reporting requirement. The IRS will be publishing guidance on the new requirement later this year.

Although reporting the cost of coverage will be optional with respect to 2011, the IRS continues to stress that the amounts reportable are not taxable. Included in the Affordable Care Act passed by Congress in March, the new reporting requirement is intended to be informational only, and to provide employees with greater transparency into overall health care costs.
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