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INSULATOR

Magazine

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editor
Rachel Pinkus

The Central States insulation Association is a not-for-profit trade association dedicated to working with its member firms and their labor counterparts, the International Association of Heat and Frost Insulators and Allied Workers, to insure that their customers get the best engineered, installed and maintained mechanical insulation systems.

CSIA is dedicated to keeping its members at the forefront in helping their clients and industry partners realize the full benefits of the positive "Green" impact mechanical insulation systems can have on their power, petrochemical, pulp and paper, refining, gas processing, brewery, health care, institutional, food processing, manufacturing and commercial projects.

Disclaimer: The opinions and positions stated in articles published herein are those of the authors and not, by the fact of publication, necessarily those of CSIA. CSIA does not endorse insulating products or systems and shall not be deemed by anything herein to have recommended the use or non-use of any particular insulation system.

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Presidents Message

John C. Stevens - Thermal Solutions Inc.

Hello Friends,

I hope that everyone has enjoyed their summer and all the activities that go with it! As summer comes to a close, we're excited about the change in seasons and the opportunity to attend several of our upcoming industry events.

The week of September 11th -15th will certainly be a busy and exciting week. We start off on Monday, the 11th at The Breath of Life Annual Mesothelioma Charity Golf Tournament which is being held at the beautiful Stonewall

Resort in Roanoke, West Virginia. I know the Breath of Life Foundation is near and dear to all our hearts, and this annual event is their primary fund raiser so please come out, join us and support this worthy cause.

From there we take the Red-Eye to Houston, Texas for the 2017 NIA Fall Summit. This year the Summit is being held at the George R. Brown Convention Center on September 12th & 13th along with the IEX USA EXPO. If you haven't attended the EXPO before, some of the industry's leading manufacturers, distributors, and fabricators will be there to showcase their products. This provides our members with a great opportunity to see demos of the newest products and latest technology.

As the week continues, we head straight into the CSIA/ESICA Fall Conference on the 14th & 15th. This event is also being held in Houston at the Marriott Marquis. If you have not registered or made reservations – time is of the essence, you don't want to miss the events we have planned!

Although this will be a busy week, it provides valuable networking opportunities as well as the chance to see what's new in both the commercial and industrial markets. Hopefully you can find time in your schedule to attend and come together to help strengthen our industry.

If you would like more info on these events or any of our future events please visit our CSIA web-site, csiaonline.org, and click on the events tab. I would like to thank Rachel and the Central States staff, as well as our corporate sponsors for the outstanding job they do on our website and the Insulator magazine.

I hope to see you soon. Safe Travels & God Bless.

John C Stevens
President
Thermal Solutions Inc.



PRESIDENT
John C. Stevens

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NIA's Fall Summit 2017 is the next opportunity for NIA members to continue learning, networking, and growing their businesses by customizing this wide-reaching industry event to best meet their companies' specialized needs. In addition to topical speakers, open committee meetings, tailored industry sessions, and networking opportunities, NIA's Fall Summit 2017 includes admission to 2 trade show floors: Insulation Expo (IEX) USA and the Turbomachinery & Pump Symposia (TPS).



KEY DATES AND DEADLINES

August 28, 2017: Hotel Reservation and Fall Summit Registration Deadline

September 11, 2017: Bonus Pre-Fall Summit Training & Reception

September 12–13, 2017: NIA's Fall Summit 2017 & Reed Exhibitions' IEX USA Trade Show

September 13–14, 2017: NIA's Insulation Energy Appraisal Program

NIA's Fall Summit Offers Members:

- **Convenience**—All Fall Summit, IEX USA, and TPS events take place at one location with easy access to 3 airports. The Fall Summit hotel, the brand new Marriott Marquis, is connected via Sky Bridge to the George R. Brown Convention Center.
- **Flexibility**—Minimizing members' time out of the office is a priority, so all core events take place over a 2-day period with dedicated time to attend Fall Summit events and participate in IEX USA.
- **Value**—15 hours of education, 2 breakfasts, 2 networking receptions, and complimentary access to IEX USA and the TPS trade show floors are included in the affordable registration rate. Additional multiple-registrant discounts are available.

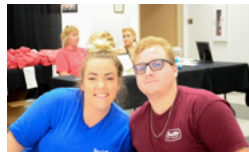
Interested in exhibiting at Reed Exhibitions' Insulation Expo (IEX) USA?
Contact Reed Sales Manager, Mark Swagerty, at mawagerty@reedexpo.com or 203-840-5847.

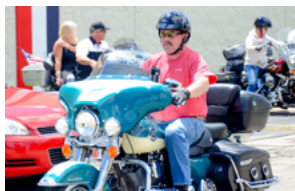
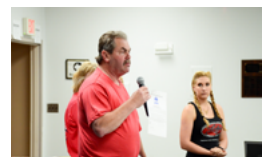
Motorcycle Rally Raises Funds for Breath of Life Foundation

On July 29th the Breath of Life Foundation held their 5th Annual Motorcycle and Classic Car Rally raising over \$8000 to support research in mesothelioma and other asbestos related diseases. This charitable Foundation was established jointly by the Insulator Locals and Contractor Associations throughout the Midwest. The rally finished in Dayton Ohio, but riders came from all over the Midwest.

Mesothelioma is primarily an occupational disease that affects construction workers who worked with asbestos and similar materials. Members of the Insulators Union are particularly hard hit, but other trades have seen all too many cases among their membership as well. Presently, there is no cure for mesothelioma but intensive research is going on throughout the country. The Breath of Life Foundation supports research spearheaded by Dr. Michael Harbut at Providence Hospital in Detroit, Michigan.

If you would like to learn more about the Breath of Life Foundation and mesothelioma risks, you can visit the Foundation's website at: www.BreathOfLifeFoundation.net.





July 2017



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LEGAL UPDATE

HOW TO QUICKLY RESPOND TO CYBERATTACKS

There have been many reports of prominent cyberattacks in the news lately. Most notably, WannaCry, a cyberattack that affected more than 200,000 computers in 150 countries. In response to the uptick in cybercrimes, the Department of Health and Human Services (HHS) recently released a quick-response checklist for Business Associates and Covered Entities to use when they experience a cyberattack. If your plan experiences a cyberattack it is crucial that you act quickly. The longer the issue goes unresolved the longer participant data is at risk. Your immediate actions, according to HHS, should include:

- Fixing any technical issues beginning to mitigate damage; and
- When appropriate, reporting the crime to local law enforcement, federal information sharing and analysis organizations (ISAOs), and the Office of Civil Rights (OCR).



When a data breach occurs, plan sponsors should immediately contact professional technical advisors and legal counsel to begin fixing the damage and developing an action plan. Additionally, nearly all cyber insurance policies offer a 24 hour hotline to assist with timely response.

DOES YOUR AUDITOR REGULARLY AUDIT BENEFIT PLANS?

A recent Department of Labor (DOL) study concluded that there is a direct correlation between the number of benefit plans a CPA audits and the quality of benefit plan audits performed by the CPA. Plan sponsors might be surprised to learn that 74% of audits of retirement plans were performed by CPAs who conduct five or less benefit plan audits annually, according to ERISApedia.com. The penalties for plans who do not hire experienced auditors who produce quality audit work can be substantial. The DOL reports that 39% of plan audits contained major deficiencies. It is crucial that plan sponsors hire and retain CPAs that are experienced and that audit a significant number of benefit plans. When considering RFPs for CPAs, the number of benefit plans audited by the prospective CPAs should be a substantial consideration. For more information on the DOL study see: <https://www.dol.gov/sites/default/files/ebsa/about-ebsa/our-activities/resource-center/>



Plan Pointer

What is an "Entire Agreement" Clause and Why is it Important?

One of the last steps in hiring a new vendor for your ERISA plan is contract negotiation. Nearly every contract contains an "Entire Agreement" clause explaining that the complete understanding of the business relationship is contained in the agreement. This means any promise, commitment, or guarantee offered during the proposal process but not included in the final contract, is moot. It can be uncomfortable for trustees or administrators to demand that every promise be included in the final service agreement, but it is essential to protect the plan. Business relationships sometimes do not go as planned and trustees need to ensure all vendors are willing to put their commitments in writing.

Ledbetter Parisi LLC practices exclusively in the area of Taft-Hartley employee benefits and is one of the country's largest Taft-Hartley law firms. This newsletter is a periodic publication of Ledbetter Parisi LLC and should not be construed as legal advice or legal opinion on any specific facts or circumstances. The contents are intended for general informational purposes only and you are urged to consult your own advisor about your current situation and any specific legal questions you may have. Many states require that law firms add the statement "THIS IS AN ADVERTISEMENT" on publications of this nature.

Questions?

If you have any questions about the material contained in this newsletter or any employee benefit questions, contact one of our experienced attorneys.

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Trump's OSHA Slashes Many Worker Safety Rulemaking Plans

**Bloomberg
BNA**

By Stephen Lee and Marissa Horn

The Trump administration has slashed several worker safety rulemakings, following through on the president's vows to reduce regulations.

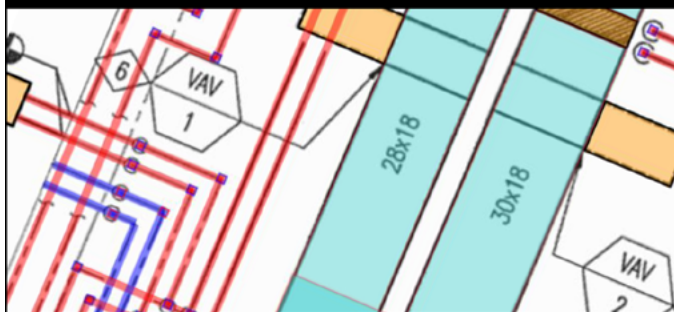


The Occupational Safety and Health Administration now is abandoning efforts to regulate worker exposure to combustible dust (RIN: 1218-AC41), construction noise (RIN: 1218-AD06), and vehicles backing up in factories and construction sites (RIN: 1218-AC51), as well another that would update the way the agency adopts permissible exposure limits for chemicals (RIN: 1218-AD01).

The spring regulatory agenda, released July 20, cites "resource constraints and other priorities" for those abandoned rulemakings, and offers no new rulemakings on workplace protections. A spokeswoman for OSHA said it isn't the agency's policy to comment on the regulatory agenda.

Business interests were quick to applaud the document.

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Construction Industry Confronts Opioid Epidemic

Don Willey is familiar with the miserable statistics on the nation's opioid epidemic, one that hits the construction industry harder than any other. He also knows the issue first-hand: His son died of a heroin overdose last year.

"When you've got a heroin addict in the family, you don't see the macro," said Willey, the business manager for Laborers' International Union of North America Local 101 in St. Louis.

But after that loss Willey recognized that the issue went beyond the personal, which sparked him to launch a conference for his union focused on the opioid crisis.

The industry is recognizing the magnitude of the problem and addressing it through education and training. It is also offering second chances to workers who test positive for opioids.

Pain Relief Proves Costly
Opioids are pain-relieving

drugs, such as oxycodone, hydrocodone and fentanyl, which can be prescribed legally. Heroin is also classified as an opioid.

A quarter of the costs of prescription drugs used by construction workers who file workers' compensation claims are for opioids, according to Chicago-based insurer CNA

The construction industry consistently spends 5 percent to 10 percent more on opioid prescriptions than any other industry

Financial Corp. The construction industry consistently spends 5 percent to 10 percent more on opioid prescriptions than any

**Bloomberg
BNA**

By Sean Forbes

other industry, CNA also found.

Underlying those numbers--and the vast number of addictions and overdose deaths nationwide--is the reason why opioids hold so much power. Heroin "replaces your id," Willey said. "This drug is more important than shelter, sex, more important than life itself, more important than flight from harm." And for those trying to kick the drugs, withdrawal is "like the flu 100 times," he said.

No Single Solution

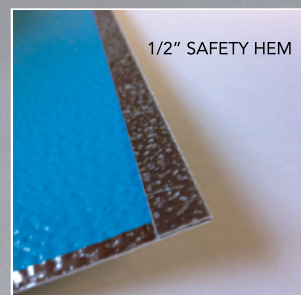
Willey's efforts resulted in a two-day conference in November. Representatives from the behavioral and mental health community, and Willey himself, talked about their experiences.



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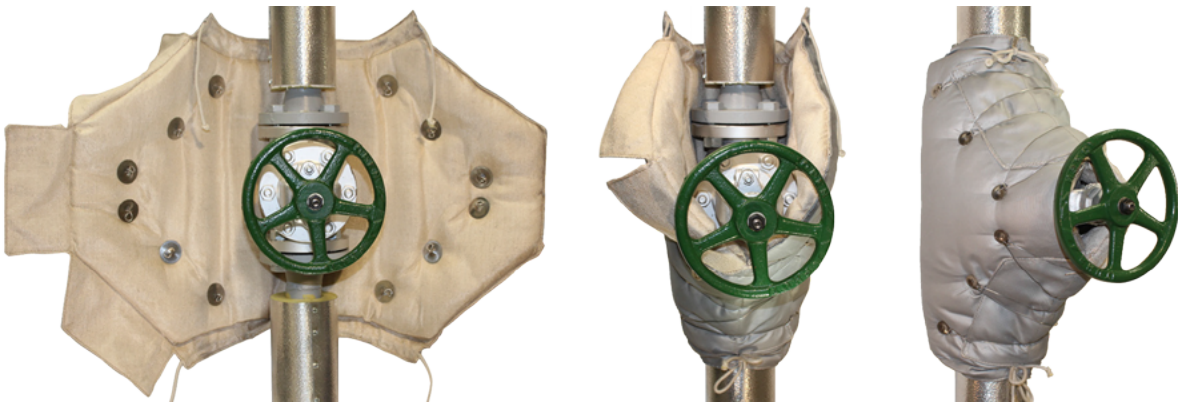


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Payment Processing Security

It makes Sense and Cents for your Organization

By Natalie Dunlevey

President, Enterprise PCI

It's a beautiful Monday morning and you are a business owner or an executive director of a non-profit or a city manager of a mid-sized city and the first phone call that you take when you arrive at the office is one of the card companies informing you that your payment processing solution has been breached. Customers, donors and tax payers' financial data are now on the "Dark Web" for sale to the highest bidder. Do you think that your business is worth more or less than it was before the breach? Do you think that you will have more or less donations to your non-profit? Do you think the breach will sit well with tax payers? Do you wish you had taken security measures with respect to your payment processing more seriously?

Unfortunately, many organizations come to security maturity in the worst possible way—a breach of their customers' data. Breaches can occur with all types of data within an organization and most security measures include strengthening firewalls and updating passwords frequently. Payment Processing—the acceptance of credit, debit, prepaid and purchase cards—requires its own unique, multi-layered security and compliance solution.

Organizations now have the ability to take payments in a myriad of methods including:

- **eCommerce**—Performed via an online payment portal. Sometimes referred to as a "virtual terminal"
- **Point of Sale System**—Today's version of a cash register. Typically utilized with a cash drawer and separate printer
- **Terminal**—Typically a counter- or desk-top device that accepts card payments at the point of purchase. The printer is embedded within the device and produces merchant and customer copies. Some have attached pin pads for EMV card acceptance; others have the EMV slot within the device. Certain pin pads also have NFC (Near Field Communication) to accept Apple Pay, Google Wallet, Android Pay and other virtual cards.
- **Mobile Payments**—Card readers are attached to a smart phone or tablet and have the functionality to take payments anywhere. Typically a cloud-based app is

available with the solution as well

- **Recurring Payments**—Customers enter their card information into a data base and agree to monthly, quarterly or annual payments. Similar to a subscription service.

With the many types of payment options available to merchants, implementation of a robust security solution absolutely has to occur because the referenced applications cut across many mediums. In addition to a well-maintained firewall and tightly monitored policy and procedure program with respect to handling of the public's card information, the minimum security solutions must be employed:

- **EMV protocols**—Europay-MasterCard-VISA compliance which is typically referred to as the "chip" card. This technology employs a microprocessor chip in place of utilization of the magnetized strip on the back of a debit or credit card
- **PCI compliance**—Payment Card Industry compliance which outlines protocols for card acceptance and an annual survey which is completed depending on the manner in which a card is processed by the merchant
- **P2P Encryption and Tokenization**—Truncating of card numbers and assigning specific tokens to each transaction provides an exceptionally secure transaction that even if compromised is deemed worthless by a cyber thief

Finally, even with scrupulous attention to payment processing security, breaches may occur. Implementing a payment processing security program does not insure that a breach doesn't occur but it **DOES** make your organization much less of a target. Cyber criminals are by-and-large lazy. They are on the hunt for the lowest hanging fruit to steal and convert into easy money. Once your system is identified as having implemented a highly secure payment processing solution, these thieves will move on to a less secure victim.

Don't let your organization be an easy target!

How HVAC insulation and installation affect indoor air quality

By: Nick Eaton

Indoor air quality refers to the atmosphere within and around buildings and structures as it relates to the health and comfort of its occupants. It can be affected negatively by microbial contaminants, such as mold and bacteria.



When insulating HVAC ductwork, the Energy Department requires foil-faced fiberglass insulation with an R-6 or higher R-value and a metallic foil duct tape to seal and hold the insulation in place. Picture courtesy of ISS.

The HVAC system is designed to respond to environmental changes in a high-performing building. Additionally, the design and construction stages of a building's HVAC system directly affect IAQ, specifically the installation of ductwork insulation. Properly installed ductwork insulation ensures adequate IAQ for the health and comfort of the building occupants.

Different types of HVAC systems require different ductwork insulation, which is available in different sizes, shapes and configurations for ease of application. The optimal type of ductwork depends upon the job it will do.

Duct wrap insulation offers thermal properties that reduce unwanted heat loss or gain and condensation during system operation. This blanket-type insulation is used to insulate rectangular and spiral duct. It is used as external insulation on commercial HVAC ducts and controls condensation. Duct wrap is lightweight, flexible and easily conforms to flat or irregular surfaces, and its roll-style qualities allow for faster installation at lower labor costs.

Duct board insulation is made out of fiberglass and a thin layer of foil on the exterior. It is primarily constructed from two layers to ensure efficient flow and protection from outside elements. A versatile part of an HVAC system because it is lightweight and simple to assemble, duct board is popular among HVAC construction workers, installers and insulators. Noise

control is an additional benefit from this type of duct insulation because the fiberglass layer muffles the loud sound of the HVAC system blowing warm or cool air.

Common installation issues

The key to optimum performance of a building enclosure and HVAC system is the proper installation of ductwork insulation. Too often, ducts are not properly insulated or lack insulation all together. These issues cause leaks, condensation on surrounding materials, increased energy costs and health concerns for building occupants.

Leaks occur between sections of duct insulation when the insulation isn't overlapped or sealed properly, or when pressure on the side of the ducts results in a breach. The leaks pull air out of the ducts or from outside, reducing the effectiveness of the HVAC system. Excessive air movement significantly reduces the thermal integrity and performance of the building envelope and is a major contributor to energy consumption.

Condensation on ductwork is a serious problem and causes various issues, such as leaking ceilings and mold infestation. Condensation is caused by inadequate insulation on ductwork, improper sealing of the ductwork or too much moisture in the air. Ductwork insulation itself retards condensation, and if the insulation is installed properly, it prevents condensation from forming on the ducts. When insulation is installed improperly or there is a lack of insulation, warm air permeates the ductwork, causing condensation and microbial growth or mold on adjacent

“two layers to ensure efficient flow and protection from outside elements”

surfaces. The mold and other allergens then blow throughout the building, causing health concerns for the building occupants.

Climate and geographic location play a large role in the level of condensation that can form on ducts and ductwork. In humid climates, ducts are prone to moisture condensation. If the insulation doesn't cover the entire surface of the ducts, including the connections, condensation can occur. If duct seams are not properly sealed, condensation can form due to the surface temperature being cooler than the warm, humid outside air. A lack of insulation in certain climates slows the HVAC system's ability to condition or heat the air. If a duct passes through a spot close to an uninsulated outside wall, it may warm or cool the surface at the wrong time of the year. That will temper the heat or the coolness of the air inside the ducts, causing the HVAC system to work harder and increasing energy costs.

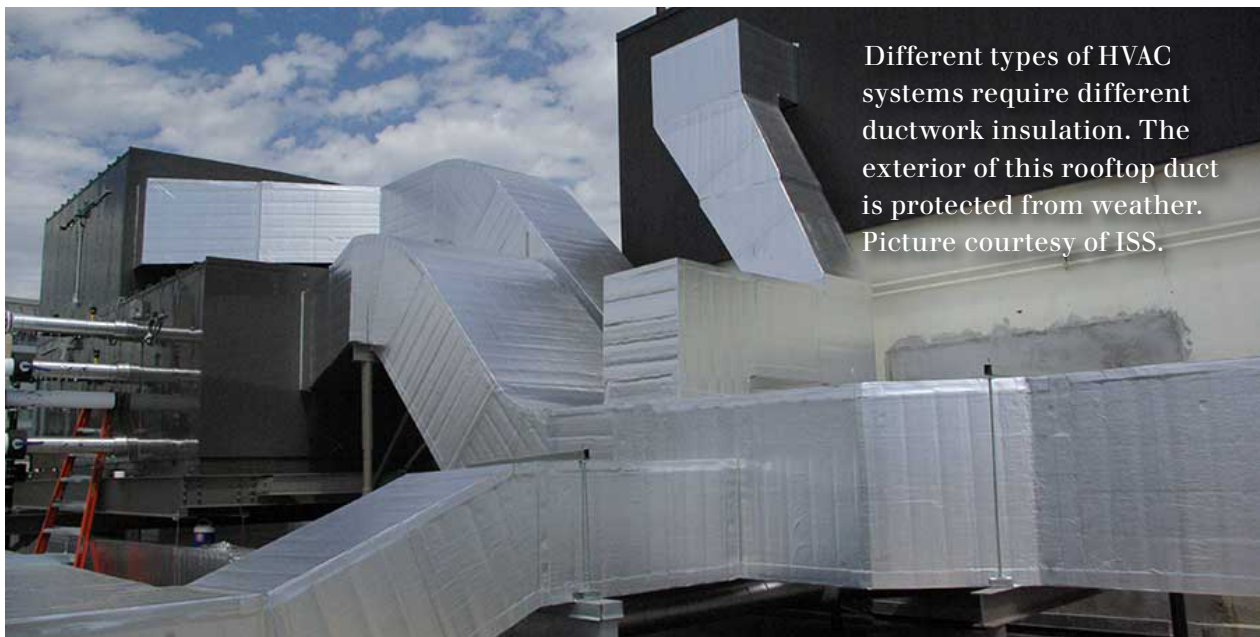
Solutions

Duct insulation and sealing, especially insulated supply ducts delivering conditioned air within a building, saves energy. The intent of energy efficiency codes, as it relates to duct insulation and sealing, is to keep mechanically warmed or cooled air as close to a constant, desired temperature as possible and prevent it from

escaping the duct system.

The U.S. Department of Energy mandates energy efficiency codes for duct insulation and sealing in commercial buildings. One code requires that all supply and return air ducts be insulated with a minimum of R-5 insulation when located in unconditioned spaces and a minimum of R-8 insulation when located outside the building. When located within a building assembly, the duct should be separated from the building exterior or unconditioned spaces by a minimum of R-8 insulation.

When insulating HVAC ductwork, the Energy Department requires foil-faced fiberglass insulation with an R-6 or higher R-value and a metallic foil duct tape to seal and hold the insulation in place. Proper installation requires sealed joints, seams and penetrations for assured condensation control. Duct wrap should be installed facing the outside to obtain the specified R-value with a maximum of 25 percent compression. All insulation joints should be butted firmly together and ensure the seam of the vapor retarder is overlapped by a minimum of two inches. The vapor retarder's performance relies on all penetrations, joints, seams and damage to the facing to be sealed with a foil-scrim-kraft (FSK), polypropylene-scrim-kraft (PSK), foil tape or glass



Different types of HVAC systems require different ductwork insulation. The exterior of this rooftop duct is protected from weather. Picture courtesy of ISS.

fabric and mastic prior to system startup.

Regarding rectangular ducts more than 24 inches wide, the insulation should be secured to the bottom side of the duct with mechanical fasteners spaced on 18-inch centers to reduce sagging. It is important to avoid overcompressing the insulation with the retaining washer. It isn't necessary or recommended to join duct wrap to duct surfaces with adhesive.

Duct board insulation is approved for operating temperatures from zero to 450°F at a maximum recommendation thickness of 4 inches. Application of duct board insulation should be installed on dry, clean surfaces. Metal ducts must be sealed before application, and it is recommended to pre-score rigid insulation board where necessary to conform to curved surfaces. All insulation joints must be firmly butted together, and the insulation should be secured with mechanical fasteners or banded together. To assure a firm fit and maintain thermal performance of the duct board, minimum compression should be applied. Vapor retarders should overlap a minimum of 2 inches at all seams and be sealed with the appropriate pressure-sensitive tape or mastic. Where vapor retarder performance is necessary, all penetrations and facing damage should be repaired with tapes or mastic with a minimum of 2 inches overlap.

Maintenance

In commercial settings, regular inspection of ductwork and its insulation is recommended by professional mechanical insulation contractors specializing in the HVAC market for the facility owner. A facility owner can perform the initial inspections visually by looking for water damage, mold growth, tears or rips, sagging or other deterioration. The facility owner may also notice leaking or poorly performing air ducts, wet ceiling tiles, increased energy bills, or spaces that are difficult to heat or cool.

However, a facility owner should hire a professional mechanical insulation contractor to perform a full inspection. During the full

inspection, the contractor will verify that the supply and return ducts have been insulated to the specified R-value in accordance with the approved mechanical plans and that the ducts have been sealed in accordance with approved design document code requirements. Verifying all seams and connections for the entire duct system in a commercial building can be tedious and time-consuming. The inspection typically involves spot checks to confirm that the seams and connections are sealed properly. Testing the duct system for air tightness provides the final confirmation of proper duct sealing.

As the demand for sustainable high-performance buildings continues to rise, building owners and developers should demonstrate a commitment to occupant health and sustainability through good design, smart construction processes and specifying low-emitting products. Properly installed duct insulation is a critical step in protecting a building from heat loss or gain, moisture intrusion and mold contamination, providing healthy air quality.

It is imperative that ductwork fabrication and installation contractors are knowledgeable about the types of ductwork insulation, follow recommended application instructions, and meet all codes and requirements for commercial buildings. Not only is it vital to insulate the ductwork properly, but also having a professional mechanical insulation contractor who knows the proper, efficient techniques for installing and replacing insulation is key for optimal performance of a commercial building's HVAC system.

Nick Eaton is general manager of ISS Insulation Services & Solutions, a full-service mechanical insulation contractor specializing in commercial and industrial projects. With more than 15 years of industry experience in the commercial construction and insulation fields, Eaton has managed several difficult and labor-intensive projects for high-profile clients, providing turn-key insulation and sheet metal lagging services. ISS is a subsidiary of MHS Legacy Group, a St. Louis-based holding company with roots dating back to 1895. For more information, contact Eaton at NEaton@insulationsands.com or visit www.insulationsands.com.

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CENTRAL STATES INSULATION ASSOCIATION

MEMBERSHIP APPLICATION

APPLICANT INFORMATION

Company Name: _____
Address: _____
City, State & Zip: _____
Telephone: _____ Fax: _____
Contact Name: _____
Email: _____ Website: _____

TYPE OF MEMBERSHIP REQUESTED (*check only one*)

- | | | | | | |
|---|----------|---------------------------------------|---|------------------------------------|--------------------------------|
| <input type="checkbox"/> Contractor | \$425.00 | <input type="checkbox"/> Insulation | <input type="checkbox"/> Abatement | <input type="checkbox"/> Unionized | <input type="checkbox"/> Merit |
| <input type="checkbox"/> Distributor/Fabricator | \$425.00 | | | | |
| <input type="checkbox"/> Associate | \$513.00 | <input type="checkbox"/> Manufacturer | <input type="checkbox"/> Sales Manufacturing Representative | | |
| <input type="checkbox"/> Engineer/Specifier | \$ 95.00 | | | | |

APPLICANT INFORMATION

Please Answer the following questions so that we may get to know you better, and feel free to use additional sheets as necessary.

1. Type of Work in which your company is engaged: _____
2. Length of time company has been in business; date established: _____
3. Primary geographic area of operation: _____
4. Brief history of company: _____

5. Identify Principals of Company and Titles: _____

6. Number of Employees: _____
7. Labor Organizations representing your employees: _____
8. Is your company a member of NIA? Yes No

This application for membership is made subject to the Bylaws governing such membership. It is understood and agreed that, if and when approved by the association's Board of Directors, the applicant shall maintain membership in good standing and shall terminate it only in writing, and only after all obligations to the association have been met. The undersigned company and its representatives agree to abide by all terms and conditions of the association's bylaws.

Membership Proposed by: _____
Existing CSIA Member

Signature of Applicant: _____ Date: _____

*Make dues check payable to CSIA and return with application.
Payment via Visa, MasterCard, Discover and American Express are also accepted.*

Card Number _____ Expiration Date _____

Name on Card _____ Authorized Signature _____

Send back completed form and payment to:

FAX: (937) 278-0317 or **MAIL:** 2077 Embury Park Road - Dayton, Ohio 45414



2017 Fall Conference

SEPTEMBER 13 – 15, 2017

Houston, TX

Register by
August 23rd!

SCHEDULE OF EVENTS ----

WEDNESDAY, SEPTEMBER 13TH

1:00 – 5:00 PM	Registration
2:00 – 5:00 PM	ESICA Executive Board Meeting
3:00 – 5:00 PM	CSIA Executive Board Meeting
5:30 – 7:30 PM	Associates Reception & the Breath of Life Foundation Fundraiser

Dinner on your own.

THURSDAY, SEPTEMBER 14TH

7:00 – 8:00 AM	Breakfast
8:00 – 8:30 AM	Opening Session with Paul Camara, ESICA President & John C. Stevens, CSIA President. A special performance by the Rice Philharmonics of Rice University.
8:30 – 9:00 AM	NIA Update from Michele M. Jones, NIA Executive Vice President/CEO & Darrel Bailey, NIA President
9:00 – 10:00 AM	<i>The Power of Story Telling</i> Keynote Speaker: Ty Bennett, <i>CEO, Entrepreneur, Best-Selling Author</i>
10:00 – 10:15 AM	BREAK
10:30	Associate Breakout Presentation
10:30	Contractor Breakout Presentation
12:00 PM	Golf Tournament at Wildcat Golf Club
12:00 PM	Space Center Astronaut Audio Tour
7:30 PM	Annual Fall Conference Dinner at Vic & Anthony's Steakhouse

FRIDAY, SEPTEMBER 15TH

8:00 – 8:30 AM	Breakfast
8:30 – 10:30 AM	ESICA/CSIA Breakout Meetings
10:30 – 11:30 AM	ESICA/CSIA Board Meetings
11:30 AM	Joint Board Meeting

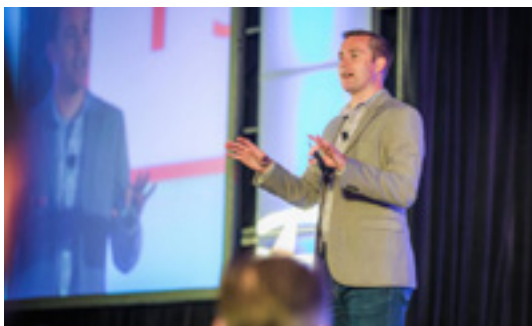
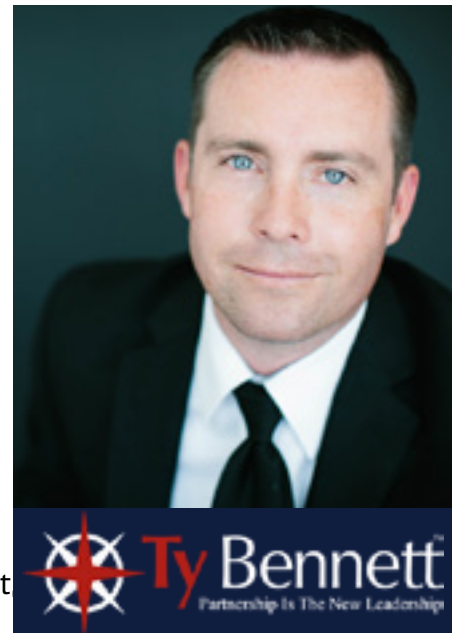
KEYNOTE SPEAKER: TY BENNETT

- CEO, Entrepreneur, Best-Selling Author

When Ty was 21 years old, he and his brother Scott started a business in direct sales, which they built to over \$20 million in annual revenue while still in their twenties. Since that time, he has developed over 500 sales managers globally with sales and leadership in 37 countries. As a young entrepreneur, Ty went on to found Leadership Inc. – a speaking and training company with a mission to empower individuals and organizations.

With a natural ability to engage and empower others, Ty draws on his experience in the trenches to share real and tangible techniques about the principles of leadership that continue to create his success. Ty was recently featured as one of the Top 40 Under 40.

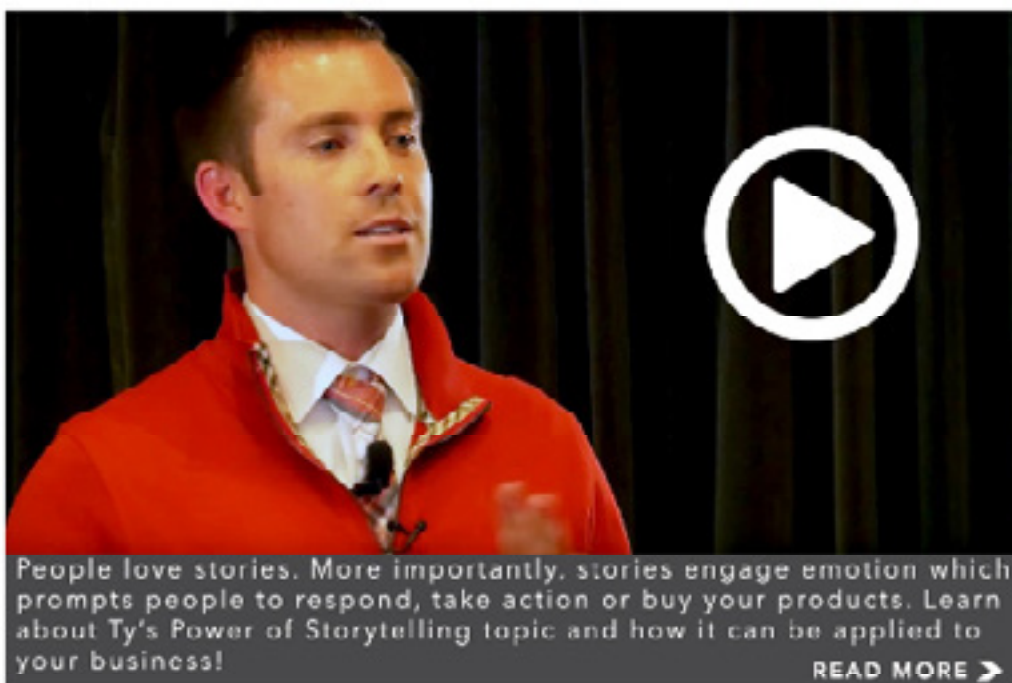
Ty is a young, fresh voice providing interactive presentations that are engaging, dynamic and inspiring. His clients include some of the most recognizable brands in the world such as: Coca-Cola, AT&T, Home Depot NY Life, Delta Airlines and Remax.



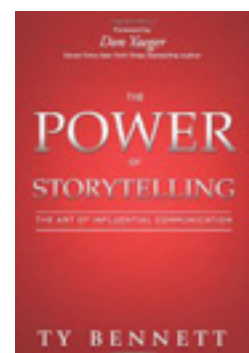
Ty has shared the stage with celebrities, Olympians and world-renowned thought leaders such as President Bush and President Clinton.

Ty's best-selling books – The Power of Influence and The Power of Storytelling: The Art of Influential Communication – are used in graduate courses at multiple universities including MIT, as today's version of "How to Win Friends and Influence People." Ty is also the co-author of The Two Most Important Days of Your Life.

THE POWER OF STORYTELLING



"I have heard countless mentors talk about the importance of telling your story - but I have never had anyone break it down and teach the process of storytelling in such a clear and concise manner. Thank you!"
- Charles Reed



THE BREATH OF LIFE FOUNDATION FUNDRAISER

All proceeds from our annual raffle, at our Associates Reception on Wednesday, September 13th, are to be donated to the Breath of Life Foundation.



The Breath of Life Foundation was established through a cooperative effort of the insulating industry to seek a cure for mesothelioma and asbestos related diseases. In this time of reduced public funding for medical research, the Breath of Life Foundation was established to make sure that asbestos exposure is properly treated and that proper funding for research and the search for a cure for mesothelioma goes on.

NATIONAL INSULATION ASSOCIATION (NIA) UPDATE

Darrel Bailey, NIA President and Michele Jones, NIA executive Vice President will provide an update of NIA activities and programs including those newly in place and those underdevelopment.



THE RICE PHILHARMONICS

Rice University's premiere a capella group, founded in 1994.



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via Yapp



Download the app on iOS or Android:

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2. You'll be asked to install Yapp from the app store (if you don't have it already).
3. Open Yapp and tap "Download an existing Yapp" and your app will appear.

Don't have an iOS or Android device? You can view this app from your desktop browser by clicking the my.yapp.us URL above.



GOLF TOURNAMENT AT WILDCAT GOLF CLUB

Wildcat Golf Club is the preferred golf club of Houston's professional sports teams, with two spectacular championship 18 hole golf courses, The Lakes & The Highlands. Both courses feature elevation changes up to 100 feet, providing spectacular views of Houston's downtown skyline and the NRG Stadium complex.

Wildcat Golf Club combines links-style layouts with Texas Hill Country topography, Houston hospitality, and the fun, competitive spirit of Houston's sports teams. Designed by renowned golf architect Roy Case, Wildcat Golf Club is like no other golf experience in the Southeast Texas area.



SPACE CENTER ASTRONAUT AUDIO TOUR

Tour the galleries of Space Center Houston with a host of experts at your side. Let the women and men who have explored space first-hand guide you through the exciting history and the sparkling future of exploration.

This all-new audio guide features an interactive display that takes you through all the wonders of Space Center Houston and offers bonus materials and activities.

Let astronauts from the past and present take you through the trials and success of space exploration. Find out all the center has to offer by winding through Starship Gallery and touching a moon rock.



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1777 Walker Street, Houston, TX 77010



The Marriott Marquis Houston opened its doors in December of 2016. The hotel was the NFL headquarters for Super Bowl LI. It is best known for its Texas-shaped lazy river found on the hotel's rooftop, which was named one of the best hotel pools in the U.S.

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Call 1-800-228-9290

\$165 per night

**Cut-off date is August 23, 2017!*

HOUSTON IN SEPTEMBER:

Average High 90° | Average Low 80°

Guest room rates will be in effect from Wednesday, September 13th (arrival date) until Saturday, September 16th (departure date). Extensions prior to or post event are subject to room availability at the time of your reservation. Group rates will apply to conference dates as well as extension days. The hotel cannot guarantee rooms and group rates after August 23rd. All reservations must be canceled 7 days prior to arrival, in order to avoid being charged one night room and tax.



CONFERENCE REGISTRATION & SPONSORSHIP

REGISTER ONLINE AT WWW.ESICA.ORG OR WWW.CSIAONLINE.ORG!

**A hard copy of the registration form will also be posted to both websites.*

REGISTRATION FEES:	EARLY REGISTRATION <i>(BEFORE 8/23):</i>	LATE REGISTRATION <i>(AFTER 8/23):</i>
Contractor Member	\$650	\$700
Contractor Member & Spouse	\$850	\$900
Associate Member	\$750	\$800
Associate Member & Spouse	\$950	\$1,000
Non ESICA or CSIA Member	\$1,000	\$1,050
Sponsorship Credit	-\$100	-\$100
Unregistered Guests and/or Children <i>(Attending final dinner only)</i>	\$100	\$100

ACTIVITY FEES:	COST:
Golf Tournament <i>(Includes lunch & transportation)</i>	\$150/person <i>(\$40 rentals, to be paid at golf course)</i>
Space Center Astronaut Audio Tour <i>(Includes lunch & transportation)</i>	\$125/person

CONFERENCE SPONSORSHIP:	COST:
Includes Sponsor's name displayed throughout the conference and acknowledgment in our newsletter. Sponsors are given the opportunity to make a 3-5 minute presentation.	\$500

** Please note, a 90% refund is given for cancellations received prior to August 23rd. No refund will be given on cancellations received after August 23rd.*

When registering, please be sure to submit your billing address!

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130 Mason Circle, Suite B Concord, CA 94520 925-691-9880	1170 Central Industrial Drive St. Louis, MO 63110 314-776-2002	8559 NE Loop 410, Suite 132 San Antonio, TX 78216 210-610-9950
3008 Orange Grove Avenue North Highlands, CA 95660 916-978-9071	3555 Ponderosa Way, Unit E Las Vegas, NV 89118 702-891-5333	7043 S. 190th Street Kent, WA 98032 425-251-6750
7949 Stromesa Court, Suite T San Diego, CA 92126 858-530-0414	2630 Glendale Millford Rd Cincinnati, OH 45241 513-563-8200	3817 Old Highway 99 South Road Mount Vernon, WA 98273 360-395-8602
14200 East 33rd Place Aurora, CO 80011 303-371-0505	4755 West 150th Street, Suite E Cleveland, OH 44135 216-362-7338	1017 North Bradley Road, Suite B Spokane Valley, WA 99212 509-893-3411
5810 East Avenue Countryside, IL 60525 708-352-9663	2245 Westbelt Drive Columbus, OH 43228 614-345-0804	2929 Walker Drive Green Bay, WI 54311 920-406-4100
3530 Developers Road Indianapolis, IN 46227 317-782-1144	3342 N.W. 26th Avenue #14 Portland, OR 97210 503-248-9662	823 South 60th Street, Suite R1 Milwaukee, WI 53214 414-258-9333
108 Westhampton Drive Lexington, KY 40511 859-254-0399	2745 Market Street, Suite 100 Garland, TX 75041 972-278-4900	

*locations listed in red
are part of the CSIA*

www.bayinsulationsupply.com





LEGAL SERVICES PLAN



WHAT IS IT?

The Central States Insulation Association has entered into an agreement with Bob Dunlevey and the Taft/ law firm to provide CSIA membership with this unique service. Taft/ represents numerous businesses and associations throughout the Midwest, including CSIA.

WHAT TYPES OF LAW?

Taft/ emphasizes services for your business – corporate, construction, and labor and employment law including OSHA, workers' compensation, construction claims and contracts, litigation, wage-hour, discrimination, government contracting, pensions, fringe benefits, collective bargaining, taxation, real estate, and securities.

WHAT IF I NEED ADDITIONAL HELP?

Additional legal services will be offered to members on a preferred hourly rate.

WHAT DOES IT COVER?

The primary purpose of this service is to provide CSIA members the opportunity to discuss and identify legal problems, and to resolve general questions and concerns quickly through convenient access to specialized and qualified legal counsel. Each CSIA member is entitled to one 30 minute consultation per month either by telephone, email, or office conference, at no charge. It is understood that these consultations and conferences will be based on existing knowledge of the attorney without further research and analysis. When calling Taft/, please ask for Bob Dunlevey and identify yourself as a CSIA Member calling under the Legal Services Plan.

HOW DO I CONTACT BOB DUNLEVEY?



40 North Main Street Suite 1700
Dayton, OH 45423-1029
(937) 641-1723
rdunlevey@taftlaw.com

Central States Insulation Association

2077 Embury Park Rd.
Dayton, OH 45414

www.csiaonline.org

☎ 937-278-0308

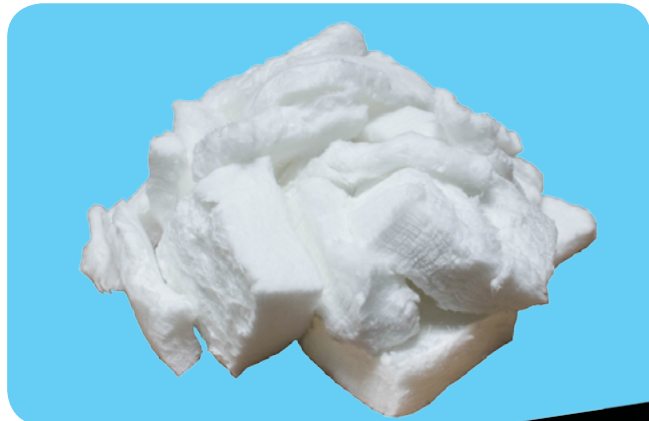
☎ 937-278-0317

✉ csia@assnsoffice.com

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Refractory Products

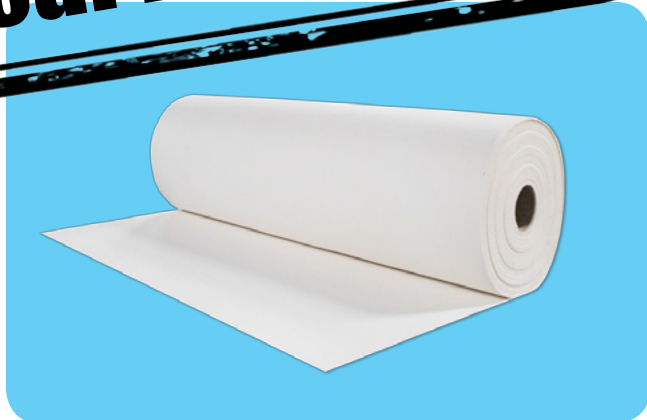
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**September 12th-13th, 2017
Houston, Texas**

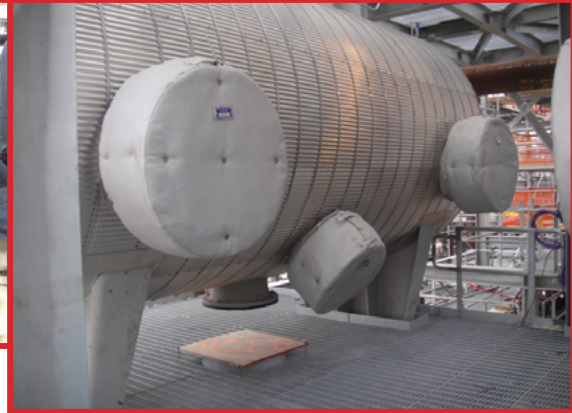
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3 Pre-Employment Tests

Help You Hire the Best

By: Michael Mercer, Ph.D.



Question: What's the easiest, cheapest and fastest way to have profitable, productive, and honest employees?

Answer: Hire profitable, productive, honest people!

Unfortunately, managers often hire underachievers or losers. Fortunately, pre-employment tests give managers a simple-to-use, quick, customizable way to hire the best..



Only 1 Reason to Screen Applicants

The sole reason to assess applicants is to predict – or forecast – how an applicant will behave on-the-job BEFORE you hire the person. It proves crucial to prediction this before hiring an applicant, rather than finding out the expensive way after you put the person on your payroll.

The main methods used to predict if an applicant will succeed on-the-job are

- Interviews
- Reference Checks
- Pre-employment Tests

Alarming Research

Large-scale research discovered most interviewers and reference checks make lousy predictions of actual on-the-job performance. Interviews and reference checks often are about as useful as flipping a coin!

On the bright side, pre-employment tests prove to be the best forecasters of actual on-the-job performance. Reason: Tests are developed with scientific research techniques so they objectively predict how an applicant will act on-the-job. In contrast, interviews and reference checks typically offer only subjective “guesstimates” of an applicant’s work potential.

3 Types of Pre-Employment Tests

Traits required for job success boil down to A + B + D:

A = Abilities – mental abilities – brainpower – to do the job

B = Behavior – interpersonal skills, personality and motivations needed to succeed

D = Dependability – work ethic, impulsiveness, theft/stealing, & substance abuse

As such, A + B + D = Success on-the-job. Importantly, you can use tests to predict an applicant’s Abilities, Behavior, and Dependability.

A = Abilities Tests

Did you ever hire someone and, later, horrifyingly discover the person had the IQ of tire pressure? That person did not have brainpower to (a) learn the job or (b) solve problems on-the-job. Abilities tests help you avoid hiring people who lack brainpower to learn and do the job.

Five abilities tests tell you how well the applicant handles

1. Problem-Solving

2. Vocabulary
3. Arithmetic
4. Grammar, Spelling, & Word Use
5. Small Details

B = Behavior Test

Each job requires crucial behaviors. For example, my research shows superstar sales reps often are money motivated, optimistic, and assertive. Many jobs require teamwork, friendliness, and customer service. To help you, behavior tests forecast applicants'

1. Interpersonal Skills
2. Personality
3. Motivations

For instance, a behavior test predicts three interpersonal skills: (a) friendliness, (b) assertiveness, and (c) teamwork. Five personality traits assessed include (a) energy level (b) optimism, (c) objectivity, (d) procedure-following, and (e) desire to focus on feelings or facts. Motivations uncover if an applicant strives to do a good job to (a) make lots of money, (b) provide customer service, (c) do creative work, (d) exert power or control, or (e) increase knowledge.

D = Dependability Test

Did you ever hire someone who had a lousy work ethic? Acted impulsive – and had accidents or safety violations or acted horribly? Stole from your company? Abused alcohol or drugs? Lied or was dishonest? That cost you loads of money and time! Dependability tests help managers avoid hiring problem employees.

A good Dependability test help you predict important work-related dependability factors, including:

1. Honesty
2. Work Ethic
3. Impulsiveness [related to accidents, safety violations, and rudeness]
4. Theft/Stealing concerns
5. Substance Abuse concerns

When you hire a “good apple” -- and avoid hiring a “bad apple” – you make a big difference in your company's productivity and profits.

Customize Tests You Use

It is highly recommended you customize abilities and behavior tests for each job in your company. Note: You do not need to customize dependability tests.

You customize abilities and behavior pre-employment tests by conducting a benchmarking study.

Example: Let's say you want to hire profitable, productive sales reps. Start by testing some of your current sales reps. Statistically pinpoint your superstar sales reps' typical test scores. Then, when you test a sales applicant, you quickly will see if the applicant's test scores were similar to – or different than – your superstar sales reps' test scores.

You, of course, would prefer to hire applicants (1) whose test scores are similar to your superstars' test scores – plus also (2) impress you in interviews and other prediction methods you use. However, you could avoid hiring an applicant whose test scores are much different than your superstars' test scores.

6 Steps for Pre-Employment Testing – to Help You Hire the Best

You can hire the best using pre-employment tests

by following these steps:

Step 1: Find a skilled Ph.D. – industrial psychologist whose expertise is in pre-employment testing. You only would allow a skilled M.D. – surgeon to perform surgery on you. Likewise, you only want a Ph.D. – industrial psychologist who specializes in testing to help you find, custom-tailor, and use pre-employment tests.

Step 2: List jobs for which your company will profit if you hire highly productive employees.

Step 3: With your Ph.D. – industrial psychologist's help, find tests that are (a) job-related, (b) valid, (c) reliable, and (d) customizable for jobs listed in Step 2.

Step 4: Customize the tests with expert's guidance from the Ph.D. – industrial psychologist.

Statistically uncover test scores of your superstar employees in job you listed in Step 2.

Step 5: Test applicants – and show preference for hiring applicants who score similar to your company's most profitable, productive, superstar employees.

Step 6: Benefit from increasing profits and productivity when you hire the best.

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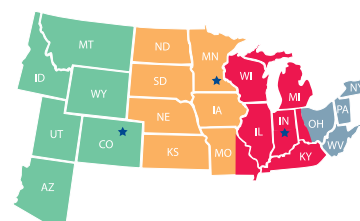
Michael Mercer, Ph.D., wrote 6 books, including **“Hire the Best & Avoid the Rest™.”** Dr. Mercer created **3 pre-employment tests – “Forecaster™ Tests.”** These pre-hire tests assess job applicants for personality, intelligence, and dependability. He is a frequent speaker at conferences. Subscribe to “Dr. Mercer’s HIRE THE BEST Newsletter,” plus see info about the 3 pre-employment tests, at www.Pre-EmploymentTests.com. You also can call Dr. Mercer = (847) 382-0690.

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When it comes to mechanical insulation products and accessories, we've got you covered! We represent the best in the business from four office locations. **Quality people providing quality products to CSIA since 1988!**

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	Insulation Mastics and Coatings



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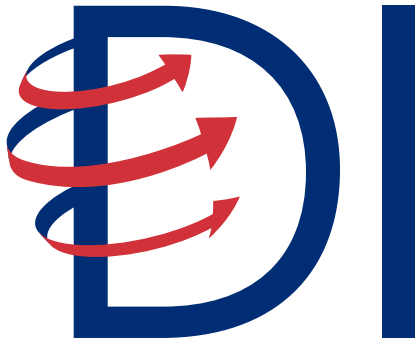
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