

NIA's 67th Annual Convention
Friday, March 17, 2023 | 10:15 a.m.–12:15 p.m.
Maui Suite 3 Meeting Room
Merit Contractor Meeting Agenda

1. Anti-Trust Policy Review, Roll Call, and Introductions Michael McCowan
2. Approval of 2022 Fall Summit Meeting Minutes Michael McCowan
3. Convention App Michele Jones (filling in for Leslie Emery)
4. *Presentation: Building an Effective Team, Stephen Sasaki, SACK Defense LLC*
5. Regional Updates Roundtable Discussion Michael McCowan
6. Committee Elections Michael McCowan / Michele Jones
7. Resources for Small Contractors Michele Jones
 - Safety Manual Feedback
 - Topic Suggestions for Contractors' Corner in *NIA News*
8. Speaker/Topic Suggestions for Future Meetings Michele Jones
9. Outreach Efforts to Merit Members Michael McCowan
10. Committee Purposes/Objectives/Actions Items Michael McCowan
11. Update on NIA Programs and Resources Michele Jones
 - Reminder: If you haven't already, please register for your new username and password to access NIA's new member portal:
<https://nia.users.membersuite.com/auth/portal-login>
 - NIA's Education Center: Available at www.niaeducationcenter.org
 - For the latest updates, follow NIA on LinkedIn and all social media
 - www.linkedin.com/company/NIAinfo
 - www.twitter.com/InsulationInfo
12. *Insulation Outlook* Magazine: Members' Forum to Speak to Engineers Michele Jones
 - We are offering a number of free member sections this year. The next one will be on the technical and product solutions that member companies offer to end users for free.
 - Read the bimonthly *E-News Bulletin* for the latest member news.

- Visit www.insulation.org/io/authors for the 2023 editorial calendar or to participate in an upcoming Q&A. Email ads@insulation.org to personalize your marketing program for 2023.

13. Upcoming Events:

Michele Jones

April 24–25, 2023

NIA’s Understanding Mechanical Insulation (virtual)

Registration Deadline: April 5, 2023

April 24–25, 2023 and May 1–2, 2023

NIA’s Thermal Insulation Inspector Certification (virtual)

Registration Deadline: April 5, 2023

June 13–14, 2023

NIA’s Insulation Energy Appraisal Program (virtual)

Registration Deadline: May 25, 2023

October 25–26, 2023

NIA’s Fall Summit 2023

MGM National Harbor, National Harbor, Maryland

April 17–19, 2024

NIA’s 68th Annual Convention

Naples Grande Beach Resort, Naples, Florida

14. Complete the Speaker Survey on the App

Michele Jones

15. Adjourn

Michael McCowan

Merit Contractor Committee

Committee Purposes, Objectives and Action Items

Chairman: Michael McCowan, L.C. Insulations, Inc.

Vice Chairman: Jordan Fiske, Anchor Insulation

Purpose: To promote the growth of the industrial and commercial merit contractor through education, training, and network exchange.

Key Objectives:

- Promote the implementation of worker training opportunities through associations available to merit contractors.
- Address the challenge of union organizing activities.
- Utilize the NIA website to communicate merit shop activities.

Actions:

1. Review the NIA website information regarding merit shop contractor opportunities.
2. Invite potential merit contractors to every meeting and have a committee member contact them by phone.
3. Develop a mentoring program for new merit shop members on the committee.
4. Develop a convention program to increase the value of membership.

NIA's 2022 Fall Summit
Wednesday, November 2, 2022 | 8:00–10:00 a.m. ET
Merit Contractor Committee Meeting Minutes_DRAFT

Attendees:

Chair: Michael McCowan, L.C. Insulations, Inc.

Vice Chair: Jordan Fiske, Anchor Insulation Co.

Laura Dover, Dover Insulation, Inc.

Matt Hymer, Midwest Materials Company

German Olivas, Taurus Insulation

David Patrick, Apache Industrial Services, Inc.

Staff and Guest

Leslie Emery, National Insulation Association

Paul Trombitas, FMI Corp.

1. Michael McCowan called the meeting to order at 8:15 a.m. and reviewed the anti-trust policy and circulated the sign-in sheet. There were 8 attendees, including staff and speaker.
2. Michael McCowan asked attendees to review the 2022 Convention Meeting minutes. Approval of the minutes was moved by Laura Dover, seconded by Jordan Fiske, and approved unanimously.
3. Attendees heard from Paul Trombitas, Partner, Strategy Practice and Building Products, FMI Corp., on the topic of Collaborative Project Delivery from the Insulation Contractor's Perspective.
4. Due to a vacancy in the Vice Chair position, Michael McCowan announced that Jordan Fiske had agreed to be nominated for the position. David Patrick moved to nominate Jordan Fiske for Vice Chair, Laura Dover seconded, and the committee approved unanimously.
5. Michael McCowan led a discussion of regional updates backlogs, expedited projects, delayed projects, labor housing options, flexible work schedules, aging workforce, and other staffing topics.
6. Leslie Emery asked for speaker and topic suggestions for future meetings. Suggestions included gaining and keeping good employees, workforce data and trends. Leslie Emery reminded attendees that committee leadership elections would take place at the 2023 Convention.
7. Leslie Emery provided an update on NIA programs and improvements, including: NIA's new association management system; NIA's Education Center (www.niaeducationcenter.org); and the Foundation for Mechanical Insulation Education, Training, and Industry Advancement, which is now a separate

501(c)(3) tax-exempt organization, managed by NIA.

8. Leslie Emery updated attendees on the *Insulation Outlook* magazine 2023 media kit and deadlines.
9. Michael McCowan asked attendees to review the Committee's Purposes/Objectives/Actions Items. No changes were made. The committee also reviewed a list of all NIA member merit contracting companies and discussed outreach to this audience to encourage participation. Michael McCowan will begin with an outreach letter/email to focus on benefits of attending events in addition to being a member, and to ask for any feedback.
10. Leslie Emery asked attendees to review upcoming events:
 - November 30–December 1, 2022
[NIA's Understanding Mechanical Insulation \(virtual\)](#)
Registration Deadline: November 14, 2022
 - November 30–December 1, 2022, and December 7–8, 2022
[NIA's Thermal Insulation Inspector Certification \(virtual\)](#)
Registration Deadline: November 14, 2022
 - December 5–6, 2022
[NIA's Insulation Energy Appraisal Program \(virtual\)](#)
Registration Deadline: November 14, 2022
 - March 15–17, 2023
[NIA's 67th Annual Convention](#)
Hyatt Regency Maui Resort & Spa, Maui, Hawaii
Hotel Reservation Deadline: February 8, 2023
Early-Bird Registration Deadline: February 13, 2023
11. Leslie Emery took a group photo.
12. With a motion to adjourn from David Patrick, and seconded by Laura Dover, Michael McCowan adjourned the meeting at 10:03 a.m.