

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

1. Anti-Trust Policy Review, Roll Call, and Introductions Michael McCowan
2. Approval of 2022 Convention Meeting Minutes Michael McCowan
3. *Presentation: Collaborative Project Delivery from the Insulation Contractor's Perspective, Paul Trombitas, Partner, Strategy Practice and Building Products, FMI Corp.*
4. Election for Vice Chair Michael McCowan /Leslie Emery
5. Regional Updates Michael McCowan
6. Speaker topics and election at 2023 Convention Leslie Emery
7. Update on NIA Programs and Improvements Leslie Emery
 - NIA's new association management system (AMS) with a user-friendly portal for member access
 - NIA's Education Center (www.niaeducationcenter.org)
 - The Foundation for Mechanical Insulation Education, Training, and Industry Advancement—now a separate 501(c)(3) tax-exempt organization, managed by NIA
8. *Insulation Outlook Magazine:* Leslie Emery
Content by members, for engineers
 - Suggest a topic or volunteer to be interviewed at editor@insulation.org.
 - Sign up for your 2023 digital and print marketing plans with NIA by November 15, 2022. The 2023 media kit and editorial calendar are available. Email ads@insulation.org to personalize your marketing program for 2023.
9. Committee Purposes/Objectives/Actions Items Michael McCowan
10. Upcoming Events Leslie Emery

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. Group Picture

Leslie Emery

12. Adjourn

Michael McCowan

Merit Contractor Committee **Committee Purposes, Objectives and Action Items**

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

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.

Merit Contractors Committee

Voting Member Companies

- A&A Insulation, LLC
- Anchor Insulation
- Apache Industrial Services, Inc.
- ATI Insulation, Inc.
- Bernoulli Insulation Contractors, Inc.
- C & H Insulation Services, Inc.
- C.E. Thurston & Sons, Inc.
- Climalock, LLC
- Complete Insulation Services, Inc.
- Core Insulation Contractors, LLC
- County Group Companies
- Coverco, Inc.
- Damon Insulation Co., Inc.
- Dean Hall Insulation, LLC
- Diamond Insulation, Inc.
- Dixie Industrial Insulation
- DM Industries, Inc.
- Dover Insulation, Inc.
- E. Amanti & Sons, Inc.
- Easy Way Insulation
- Eau Claire Insulation, LLC
- Elite Insulation, Inc.
- Empire Insulation Specialties
- F & H Insulation Sales and Services, Inc.
- Fairfax Insulation, Inc.
- Fern Insulators, Inc.
- Fortress Mechanical Insulation
- Franklin Insulation Group
- Freedom Insulation, Inc.
- G&T Insulation Services, Inc.
- GH Mechanical Insulation, Inc.
- GT Insulation, Inc.
- Hales & Associates, Inc.
- Hawkeye Insulation Specialists, Inc.
- hth Companies, Inc.
- Hudak's Insulation, Inc.
- I&I
- Iberville Insulations, LLC
- Industrial Construction & Engineering Co.
- Industrial Insulation & Sheet Metal, Inc.
- Insulating Services, Inc.
- Insulation Concepts, Inc.
- Insulation Contractor Services
- Insulation Sales & Service
- Insulation Services, Inc.
- Insulation Specialties Contracting Corp.
- Insulation Technologies, Inc.
- Iowa Insulation Inc.
- Jergens Insulation
- Kelco Insulation, Inc.
- Kennedy Insulation Systems, Inc.
- Kerco, Inc.
- Kirby-Cundiff Insulation
- KMK Insulation, Inc.
- L & C Insulation, Inc.
- L&L Insulation, Inc.
- L.B.C. Corp., Inc.
- L.C. Insulations, Inc.
- Lanham Insulation, Inc.
- Larch Industry
- Ludeman Insulation & Supply, Inc.

- Mac's Insulation Company, Inc.
- Marquis Construction Services
- Master Insulation
- Midwest Materials Company
- Minco (DBA Mechanical Insulating Contractors, Inc.)
- Nicholas Insulation Services, Inc.
- Nordic Industries Corp.
- North Country Mechanical Insulators
- Osorno Group Corp.
- PCS Insulation, LLC
- Petrin, LLC
- PG Insulation, Inc.
- Premier Insulation Contracting, Inc.
- Pro Insulation
- QCI Thermal Systems, Inc.
- R.B. Webb Insulation Co., Inc.
- Register Insulation, Inc.
- Retro Insulation
- Smith & Casady, Inc.
- Southern Tier Insulations, Inc.
- Star Insulation Company, Inc.
- Systems Undercover, Inc.
- Taurus Insulation, LLC
- Texoma Industrial Insulation, Inc.
- The Cajun Company, Inc.
- Thermal Insulation, Inc.
- Thermaltech, Inc.
- Therma-Save
- Total Specialty Services
- Trinity Insulation, LLC
- UMC, Inc.
- Unitherm, Inc.
- Upland Services, Inc.
- Waco, Inc.
- Warrior Mechanical Insulation, LLC
- Wayne Insulation Co., Inc.
- Wisco Insulation, LLC
- WKSBI Isolierungen GmbH

**National Insulation Association
Anti-Trust Compliance Policy**

POLICY:

Any infraction of anti-trust laws could subject member companies and/or individuals to legal penalties, including possible fines, possible imprisonment, and liability for attorneys' fees.

It is the policy of the National Insulation Association (NIA), its board of directors, officers, and staff, and its active and associate members, to strictly comply with all laws applicable to its conduct, and specifically with federal and state antitrust laws. Compliance with these laws requires obedience both to the letter and spirit of the law.

A basic tenet of NIA's Anti-trust Compliance Policy is that no member shall enter into any understanding, agreement, plan, or scheme, whether express or implied, informal or formal, oral or written, with any competitor with respect to prices, terms or conditions of sale, output, production, distribution, territories, or customers. NIA policy absolutely prohibits any consultation between competitors relating to prices or terms and conditions of sale.

This brief statement is not intended to be a complete statement of all aspects of the anti-trust laws. Members should seek legal advice if they have any questions concerning antitrust law compliance.

PROCEDURE GUIDELINES:

1. Always have an agenda, have it reviewed by counsel well in advance of the meeting.
2. Stick to your agenda - do not get into general discussions concerning topics which are not on the agenda.
3. Do record, accurately, the minutes of all committee meetings sponsored by the NIA.
4. Have legal counsel present at any meetings in which information or topics, which may have an anti-trust significance, are likely to be discussed.
5. Retain copies of any and all documents exchanged or relied upon at any committee meeting.
6. Be very careful in language used on any document produced for a committee meeting, including minutes, memos, and letters. Avoid including potentially suspicious phrases in any meeting document such as "please destroy after reading."
7. Never discuss pricing information. This includes prices charged to customers, change in the pricing levels of raw materials, terms and conditions of sales, credit terms used by you or imposed upon you by your suppliers, etc.
8. Do not discuss prospective production plans, allocation of markets, and/or actions aimed at hindering competitors.
9. Do not disparage a competitor's or a supplier's product unless you have specific proof that your statements are correct.
10. Avoid joint ventures and research projects unless you have discussed the matter with counsel with regard to any possible anti-trust problems that may arise out of such ventures.
11. Do not enter into any agreements or understandings with a competitor concerning discounts, terms, or conditions of sales, profits, profit margins, shares of the market, bids, or intents to bid.
12. Do not exclude competing NIA members from any committee.

By signing on the attached page, you are in agreement with the Anti-Trust policy.

Representing the mechanical and specialty insulation industry

NIA's 66th Annual Convention
Wednesday, March 30, 2022 | 1:05–2:30 p.m. CT
Merit Contractor Meeting Minutes

Attendees:

Chair: Rudy Nigl, L & C Insulation, Inc.

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

Jay Bridgewater, Total Specialty Services

Laura Dover, Dover Insulation, Inc.

William Eckhoff, Anchor Insulation Co.

Jordan Fiske, Anchor Insulation Co.

John Freeman, Jr., Petrin, LLC

Kenny Freeman, Petrin, LLC

Darren Gast, Total Specialty Services

Mark McCowan, L.C. Insulations, Inc.

David Patrick, Apache Industrial Services, Inc.

Staff:

Leslie Emery, National Insulation Association

1. Anti-Trust Policy Review, Roll Call, and Introductions
Rudy Nigl called the meeting to order at 1:11 p.m. and reviewed the anti-trust policy and circulated the sign-in sheet. There were 12 attendees, including staff.
2. Approval of 2021 Convention Meeting Minutes
Rudy Nigl asked attendees to review the minutes. Approval of the minutes was moved by Mike McCowan, seconded by Laura Dover, and approved unanimously.
3. Download the Convention App
Leslie Emery let participants know that the committee materials were on the NIA app. Mike McCowan commented on how useful the app was and thanked staff for all the info it contains.
4. Regional Updates Roundtable Discussion
Rudy Nigl led a discussion of regional updates that centered on Covid impacts, backlogs, weather-related issues, and staffing topics.
5. Fall Summit 2022 Speaker Suggestions
Leslie Emery asked for speaker suggestions, and Mike McCowan suggested retaining talent in a tight labor market.
6. Feedback on Contractors' Corner column in *NIA News*
Leslie Emery asked committee members to email her any input/suggestions for the new Contractors' Corner column.

7. Award Program Concepts
Rudy Nigl asked for input on award program concepts. After discussion, committee members shared that the rising star award had potential.
8. Committee Purposes/Objectives/Actions Items
Rudy Nigl asked attendees to review the committee purposes, objectives, and action items, and no changes were made.
9. Elections
Rudy Nigl announced that Mike McCowan was willing to fill the Chair role and Rudy Nigl would fill the Vice Chair role. No additional nominations were made. David Patrick moved that the committee leadership of Mike McCowan as Chair and Rudy Nigl as Vice Chair be approved. Laura Dover seconded. They were approved.

John Freeman asked for a volunteer from the Committee to be part of the Education & Training Committee. David Patrick volunteered.
10. Update on NIA Programs and Resources
Leslie Emery reviewed programs and resources, including Mechanical Insulation Basics, which is available at www.insulation.org/basics, NIA's Understanding the Submittal Process Course, and NIA's social media.
11. "I am NIA" Social Media Membership Campaign
Leslie Emery reviewed the membership campaign and resources available.
12. *Insulation Outlook*: Members' Forum to Speak to Engineers
Leslie Emery reviewed editorial and advertising opportunities.
13. Upcoming Events:
Leslie Emery asked attendees to review upcoming events and deadlines.

May 10–11, 2022

NIA's Understanding Mechanical Insulation (virtual)

Registration Deadline: April 27, 2022

May 10–11, 2022 and May 16–17, 2022

NIA's Thermal Insulation Inspector Certification (virtual)

Registration Deadline: April 27, 2022

June 8–9, 2022

NIA's Insulation Energy Appraisal Program (virtual)

Registration Deadline: April 27, 2022

November 2–3, 2022

NIA's Fall Summit 2022

MGM National Harbor, National Harbor, Maryland

March 15–17, 2023

NIA's 67th Annual Convention

Hyatt Regency Maui Resort & Spa, Maui, Hawaii

14. Rudy Nigl adjourned the meeting at 2:25 p.m.

DRAFT