

NIA's 2022 Fall Summit
Wednesday, November 2, 2022 | 7:00 – 8:00 a.m. ET
Mirage Boardroom 1

Membership Committee Meeting Agenda

1. Anti-Trust Policy Review and Introductions (M. Askew)
2. New Committee Members and Leadership Update (K. DiDomenico)
3. Approval of Q3 Virtual 2022 Meeting Minutes (M. Askew)
4. Review of Committee Purposes/Objectives/Actions Items (M. Askew)
5. Resources for Small Member Contractors (K. DiDomenico)
6. Small Contractor Focus Group Concept (K. DiDomenico)
7. Scheduling Q1 2023 Committee Meeting (K. DiDomenico)
 - Recap of Achievements in 2022
 - Review of Approved 2023 Revenue Goals
 - Determining Committee and Committee Member Goals
 - Scheduling
8. Ambassador Program Review (A. Doyle)
9. Review of September 2022 Membership Report (A. Doyle)
10. Convention Meeting Time Update (K. DiDomenico)
March 14, 2023 12-2 p.m.
[NIA's 67th Annual Convention](#)
Hyatt Regency Maui Resort & Spa, Maui, Hawaii
11. Adjourn (M. Askew)

**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

Q3 Virtual Membership Committee Meeting
Tuesday, August 23, 2022 | 2:00 – 3:00 p.m. ET
Virtual Meeting

Membership Committee Meeting Minutes - DRAFT

Attendees:

Vice Chairman: Mellanie Askew, Coverflex Manufacturing, Inc.

Michael Alcorn, Aspen Aerogels, Inc.

John Brooks, Distribution International, Inc.

Matt Hymer, Midwest Materials Company

Cooper Killion, Shook & Fletcher Insulation Co.

Joe Leo, Atlantic Contracting & Specialties, LLC

Brian Willett, Gribbins Insulation Company, Inc.

Staff:

Kristin V. DiDomenico, Vice President

Aimee Doyle, Director of Membership

1. Anti-Trust Policy Review

- The committee reviewed the anti-trust policy.

2. Approval of Convention 2022 Meeting Minutes

- The Convention 2022 minutes were reviewed and unanimously approved.

3. Committee Purposes/Objectives/Actions Update

- The Membership Committee's recently updated CPOA was reviewed and approved.

4. NIA Board Approved 2022 Dues Task Force Recommendations

- K. DiDomenico reviewed the 2022 Dues Task Force recommendations which were approved by the NIA Board.
- Staff is working on communications to the membership and marketing plans for 2023.

5. Fall Summit Ambassador Program & New Items

- The committee discussed ideas for making Fall Summit more accessible to first-timers.
- We will continue with the Ambassador Program.
- Staff is also exploring the potential for an app, similar to Convention.

6. Prospective Member List

- Staff will research tools that allow for comment from multiple committee members at once.

- A. Doyle updated the committee on other efforts we're working on including the annual promotions, Google Ad campaign, updated testimonials on the website and mailing flyer, Membership Brochure, staff outreach, etc.

7. Upcoming Meetings

- The next in-person Membership Committee meeting will be held during NIA's Fall Summit 2022, November 2–3, 2022, at the MGM National Harbor, in National Harbor, Maryland.

8. Adjourn

- The committee adjourned at 2:30 p.m.

DRAFT

NIA's 2022 Fall Summit
Wednesday, November 2, 2022 | 7:00 – 8:00 a.m. ET
Mirage Boardroom 1

Membership Committee
Committee Purposes, Objectives and Action Items

Chairman: Vacant

Vice Chairman: Mellanie Askew, Coverflex Manufacturing, Inc.

Purpose: Representing all membership types, the membership committee identifies and recruits potential member companies, increases awareness of membership benefits and encourages participation among current NIA members.

Key Objectives:

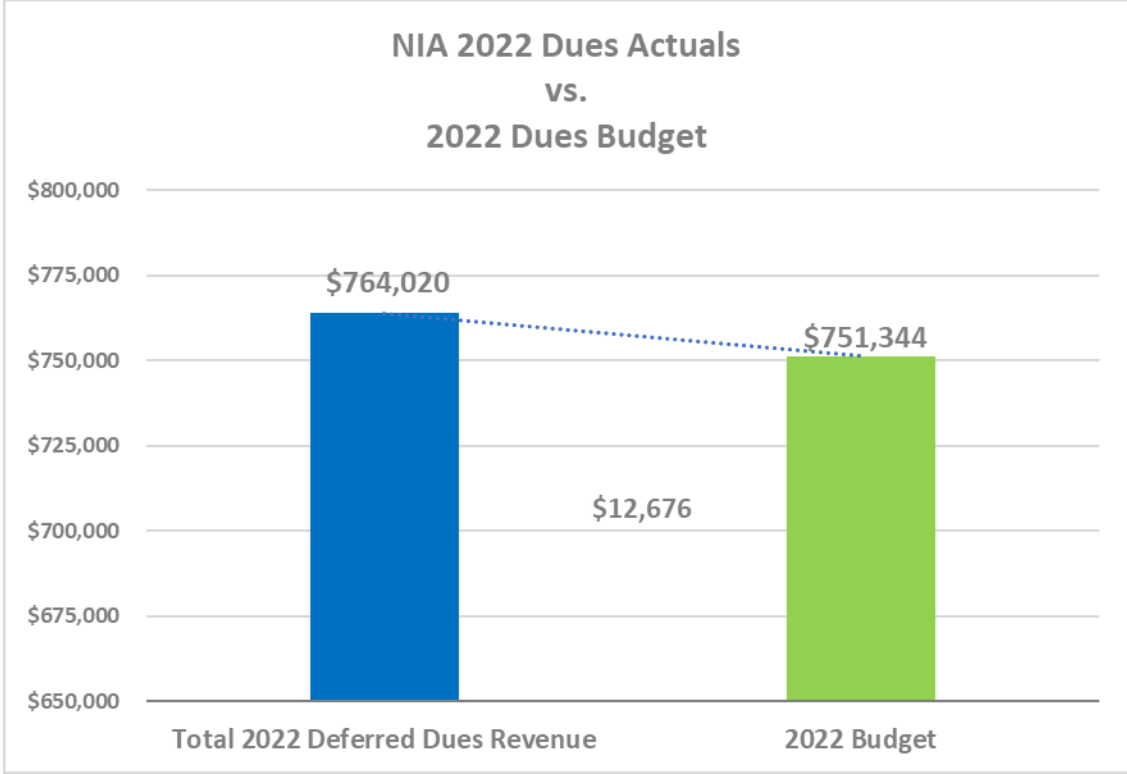
- Identify and recruit potential members in the commercial and industrial sectors of the mechanical insulation industry.
- Maintain an up-to-date contact list (Top 100) of potential members.
- Work closely with the chairman of each of NIA's operating committees to encourage the participation of current NIA members in recruitment efforts.
- Actively promote membership benefits of NIA externally and internally.
- Analyze and understand industry trends that affect membership recruitment and attrition.

Actions:

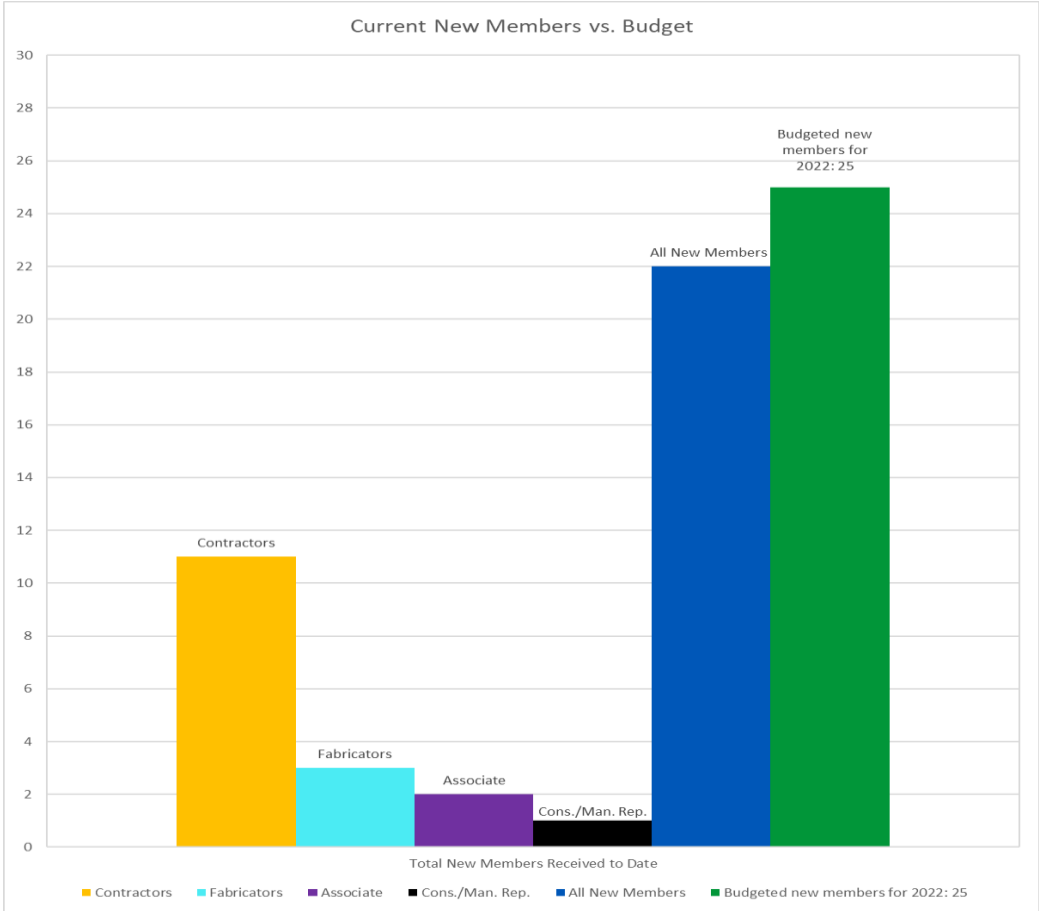
1. Maintain representation of each operating committee to attend Membership Committee meetings and relay information back to the operating committees.
2. Promote participation in NIA activities (meetings and committees) to the current NIA membership through committee communications, such as the "I am NIA" campaign.
3. Maintain the Ambassador Program and continue to recognize new members and first-timers at NIA's Fall Summit and Convention.
4. Support NIA and its efforts at the regional level by promoting NIA membership within the regions.
5. Assign new members to current Membership Committee members to maintain contact with them throughout the year.
6. Maintain the new member marketing brochure for use in new member recruitment.
7. Create separate talking points flyer for Contractor, Distributor, and Associate (Manufacturer) members to use for new member recruitment.

NIA 2022 Membership Report Dashboard

AS OF SEPTEMBER 30, 2022



This chart shows the difference between the total 2022 deferred dues revenue in blue and the 2022 budget total in green.



This chart shows the total new members received YTD in dark blue (you can see the breakdown to the left). The far-right green column shows the total new members budgeted for 2022.

October 10, 2022

SEPTEMBER 2022 MEMBERSHIP REPORT

Calendar Year 2022

Member Type	Year End 2016	Year End 2017	Year End 2018	Year End 2019	Year End 2020	Year End 2021	September YTD 2021	September YTD 2022
Active Total	269	266	251	247	236	242	231	241
<i>Contractors</i>	196	191	184	184	179	188	177	186
<i>Distributors</i>	26	26	22	23	22	22	21	22
<i>Fabricators</i>	35	36	31	28	24	22	23	23
<i>Laminators</i>	11	12	13	11	10	9	9	9
<i>Holding</i>	1	1	1	1	1	1	1	1
International	4	7	7	6	5	6	6	6
Associate	45	46	42	40	38	38	37	37
Cons./Man. Rep	4	3	2	1	1	2	2	3
Associate Supplier	3	3	2	2	1	1	1	1
Affiliate	2	3	2	2	2	2	2	3
Subtotal	327	328	306	298	283	291	279	291
Branches	391	391	368	358	349	333	329	341
TOTAL	718	719	674	656	632	624	608	632

	# Members	Dues Paid
September 1-30 New Members	5	\$25,660.00
Total New Members YTD 2022	22	\$48,125.00
September 1-30 Dropped Members	0	\$0
Total Dropped Members YTD 2022	22	\$31,490.00
Net Members Gained/Lost for 2022	0	\$16,635.00

Note: Dues Paid is based on full dues amount.

New Member Detail Listing through September 30, 2022

9/16/22 Affiliate Raptor and Associates Attn: Andy Hooper 3512 Wilkinson Blvd. Charlotte, NC 28208 Phone: 804-316-3777 Fax: Not provided www.raptor-rep.com	9/21/22 Distributor (\$15-20 Million) Bay Insulation Supply, Inc. Attn: Daniel King P.O. Box 9229 Green Bay, WI 54308 Phone: 920-406-4000 Fax: 920-406-4960 www.bayinsulationsupply.com	9/22/22 Union Contractor (\$6-10 Million) Energy Insulation Conservation, LLC Attn: Peter Smedberg 44 Front St. P.O. Box 16649 Worcester, MA 01603 Phone: 508-453-0940 Fax: Not provided www.energyinsulation.com
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9/30/22 Merit Contractor (\$3-6 Million) Taurus Insulation, LLC Attn: German Olivas 12855 S. Highway 385 Odessa, TX 79766 Phone: 432-924-6910 Fax: Not provided www.taurusinsulation.com	9/30/22 Laminator (\$50+ Million) Therm-All, Inc.* Attn: Dennis Kaczmarek 830 Canterbury Rd. Ste. A Westlake, OH 44145 Phone: 440-734-1001 Fax: Not provided www.therm-all.com	
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*Rejoining after lapsing from 2021-present.

Members Joined (As of YTD September 2022)

Company	Member Type	Revenue Category	Dues Amount	Join Date	City/State/Country
1. Cornerstone Sales, Inc.	Manufacturer's Representative		\$1,670.00	02/07/22	Alpharetta, GA
2. Chase Manufacturing, Inc. dba Thermal Pipe Shields	Fabricator	\$3-6 Million	\$1,310.00	02/28/22	Stanwood, WA
3. Integrity Products and Supplies	Associate		\$3,820.00	06/11/21 original 3/24/22 rejoin	Sherwood Park, AB, Canada
4. PCS Insulation, LLC	Contractor	\$0-3 Million	\$855.00	04/20/22	Sidney, MT
5. MCA Insulation	Contractor	\$0-3 Million	\$855.00	05/13/22	South Sioux City, NE
6. Shield Industrial	Fabricator	\$0-3 Million	\$855.00	05/31/22	Mount Pearl, NL, Canada
7. RC Insulation Services, Inc.	Contractor	\$0-3 Million	\$855.00	06/01/22	Cayey, PR
8. MAB Insulation Service Contractor, LLC*	Contractor	\$0-3 Million	\$427.50	06/07/22	Mercedita, PR
9. Bunting Equipment Company*	Fabricator	\$0-3 Million	\$427.50	06/17/22	Asheboro, NC
10. Master Insulation*	Contractor	\$10+-15 Million	\$1,755.00	06/17/22	Pensacola, FL
11. Empire Insulation Specialties*	Contractor	\$0-3 Million	\$427.50	06/22/22	Schenectady, NY
12. JC International*	Contractor	\$10+-15 Million	\$1,755.00	06/30/22	Rivers State, Nigeria
13. PTubes, Inc.*	Affiliate		\$612.50	07/06/22	Honesdale, PA
14. Eco Thermal Contracting, Inc.	Contractor	\$0-3 Million	\$855.00	07/25/22	Glen Head, NY
15. SMC Industries, Inc.	Associate		\$3,820.00	07/28/22	Houston, TX
16. Tregoning Industries, Inc.	Distributor	\$0-3 Million	\$855.00	08/05/22	Macclenny, FL
17. Hudak's Insulation, Inc.	Contractor	\$3-6 Million	\$1,310.00	08/29/22	White Marsh, MD
18. Raptor and Associates**	Affiliate		\$1,225.00	09/16/22	Charlotte, NC
19. Bay Insulation Supply, Inc.**	Distributor	\$15-20 Million	\$4,900.00	09/21/22	Green Bay, WI

20. Energy Insulation Conservation, LLC**	Contractor	\$6-10 Million	\$2,235.00	09/22/22	Worcester, MA
21. Taurus Insulation, LLC**	Contractor	\$3-6 Million	\$1,310.00	09/30/22	Odessa, TX
22. Therm-All, Inc.	Laminator	\$50+ Million	\$15,990.00 (includes 10 branches)	09/30/22	Westlake, OH

*50% Offer **15 For 12 Offer ***Discount Convention Registration ◇ Discount IEAP Registration ****Late dues payment

Members Dropped (As of YTD September 2022)

Company	Member Type	Revenue Category	Dues Amount	Join Date	Reason for Dropping Membership with NIA
January 2022					
APi Distribution	Laminator	\$3-6 Million	\$1,310.00	09/01/13	APi Distribution & Adscos merged to become Tenant. Maintaining Contractor membership (APi Construction Co.). Tenant may consider joining in 2023.
Goebel Fasteners, Inc.	Distributor	\$0-3 Million	\$855.00	07/01/16	No response provided to staff.
Insul-Con, Inc.	Contractor	\$6-10 Million	\$2,385.00 (includes 1 branch)	10/30/04	Purchased by Chaparral Insulation Company. Emailed info about rejoining under new company but no response received to date.
Mineral Seal Corp.	Distributor	\$0-3 Million	\$855.00	02/01/20	Decided to go a different direction with their memberships and will not be renewing at this time.
Vierling Insulation Services, Inc.	Contractor	\$0-3 Million	\$855.00	11/01/19	Purchased by NIA member company, International Asbestos Removal, Inc.
February 2022					
Integrity Products and Supplies	Associate		\$3,820.00	07/01/21	Since they're international, participation has been difficult due to Covid travel restrictions. Also expressed concerns about paying the same rate as large Manufacturers.
March 2022					
No dropped members.					
April 2022					
No dropped members.					
May 2022					
JBN Corp.	Contractor	\$0-3 Million	\$855.00	05/01/21	Told Board member that they're no longer self-performing insulation work. They are not interested at this time staying with their membership in NIA because they are no longer in the field of industry.
ProClad Systems, LLC	Associate		\$3,820.00	10/01/19	Told Board member that they're spending all their time working international stuff right now so they are not renewing but may come back in the future.
June 2022					
Ace Insulation Services, Inc.	Contractor	\$0-3 Million	\$855.00	09/01/18	No response provided to staff.
Angel's Insulation Sales & Services, Inc.	Contractor	\$0-3 Million	\$855.00	07/01/20	No response provided to staff.

AnswerForce	Affiliate		\$1,225.00	08/01/20	No response provided to staff.
Dardon Construction, Inc.	Contractor	\$0-3 Million	\$783.75 (prorated 11 months)	02/01/21	No response provided to staff.
General Coating & Insulation Services, Ltd.	Contractor	\$0-3 Million	\$712.50 (prorated 10 months)	03/01/21	No response provided to staff.
GLT Products and Speedline Corporation	Associate		\$4,120.00 (includes 2 branches)	01/01/58	The PVC manufacturer Speedline is no longer affiliated with GLT and the distribution/fabrication side was purchased by NIA member, SPI, but GLT is operating under their own tax ID and aren't maintaining a separate membership.
G-STAR Enterprises, Inc.	Contractor	\$0-3 Million	\$855.00	11/01/19	No response provided to staff.
H & H Insulation	Contractor	\$0-3 Million	\$855.00	07/01/21	No response provided to staff.
Iowa Illinois Taylor Insulation Company	Contractor	\$3-6 Million	\$1,460.00 (includes 1 branch)	05/23/96	No response provided to staff.
JGE Contracting, Inc.	Contractor	\$0-3 Million	\$855.00	04/01/18	No response provided to staff.
PermaTherm, Inc.	Fabricator	\$0-3 Million	\$712.50 (prorated 10 months)	03/01/21	No response provided to staff.
R.L. Insulation Company, Inc.	Contractor	\$0-3 Million	\$855.00	07/01/93	No response provided to staff.
Thermo-Tec Insulation	Contractor	\$6-10 Million	\$2,235.00	07/01/20	No response provided to staff.
United Foam Fabricators	Fabricator	\$0-3 Million	\$641.25 (prorated 9 months)	04/01/21	No response provided to staff.
July 2022					
No dropped members.					
August 2022					
No dropped members.					
September 2022					
No dropped members.					